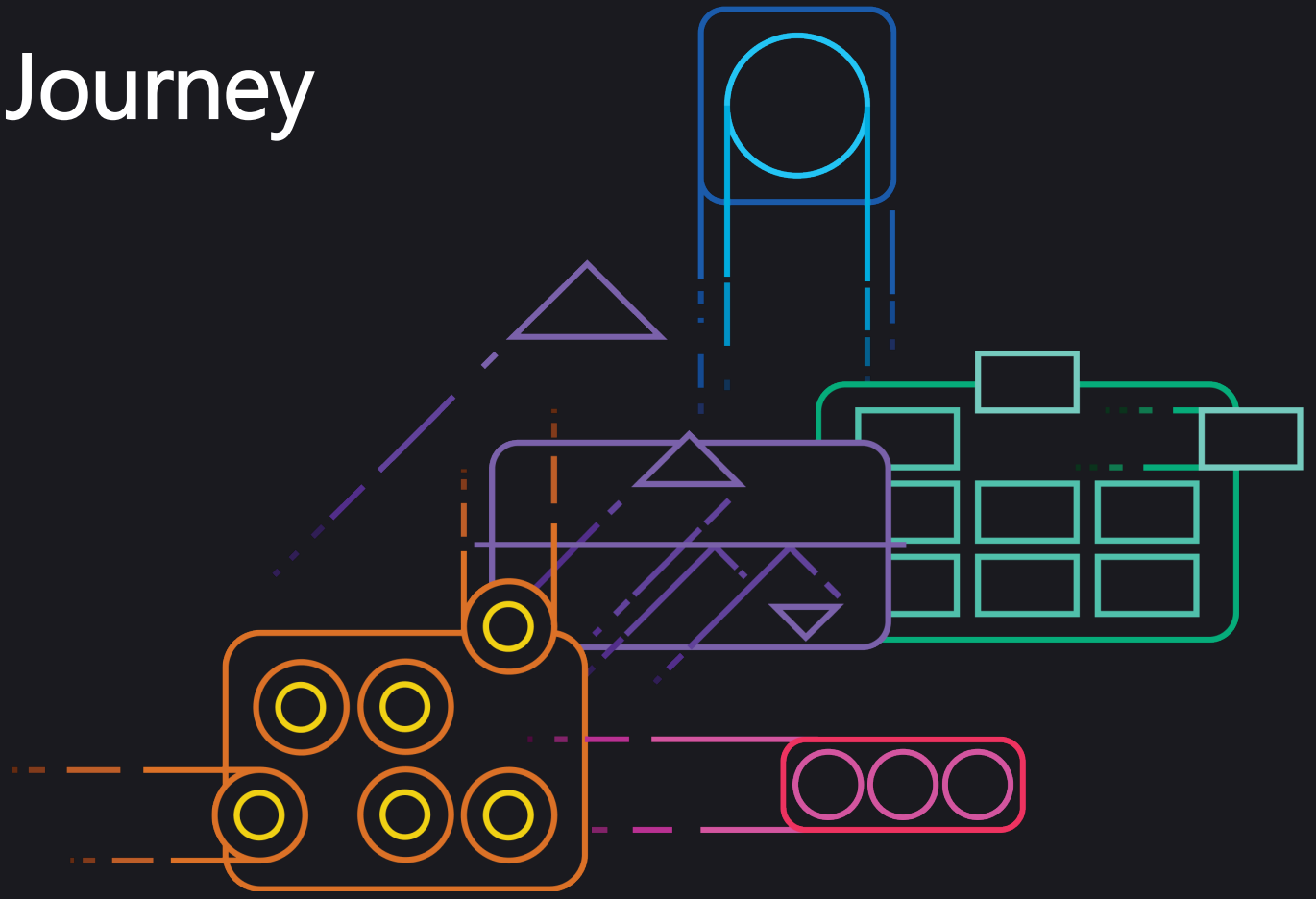
The Microsoft DevOps Journey so far…

Sasha Rosenbaum
@DivineOps



Sasha Rosenbaum

Sr. Program Manager

@GitHub

@DivineOps

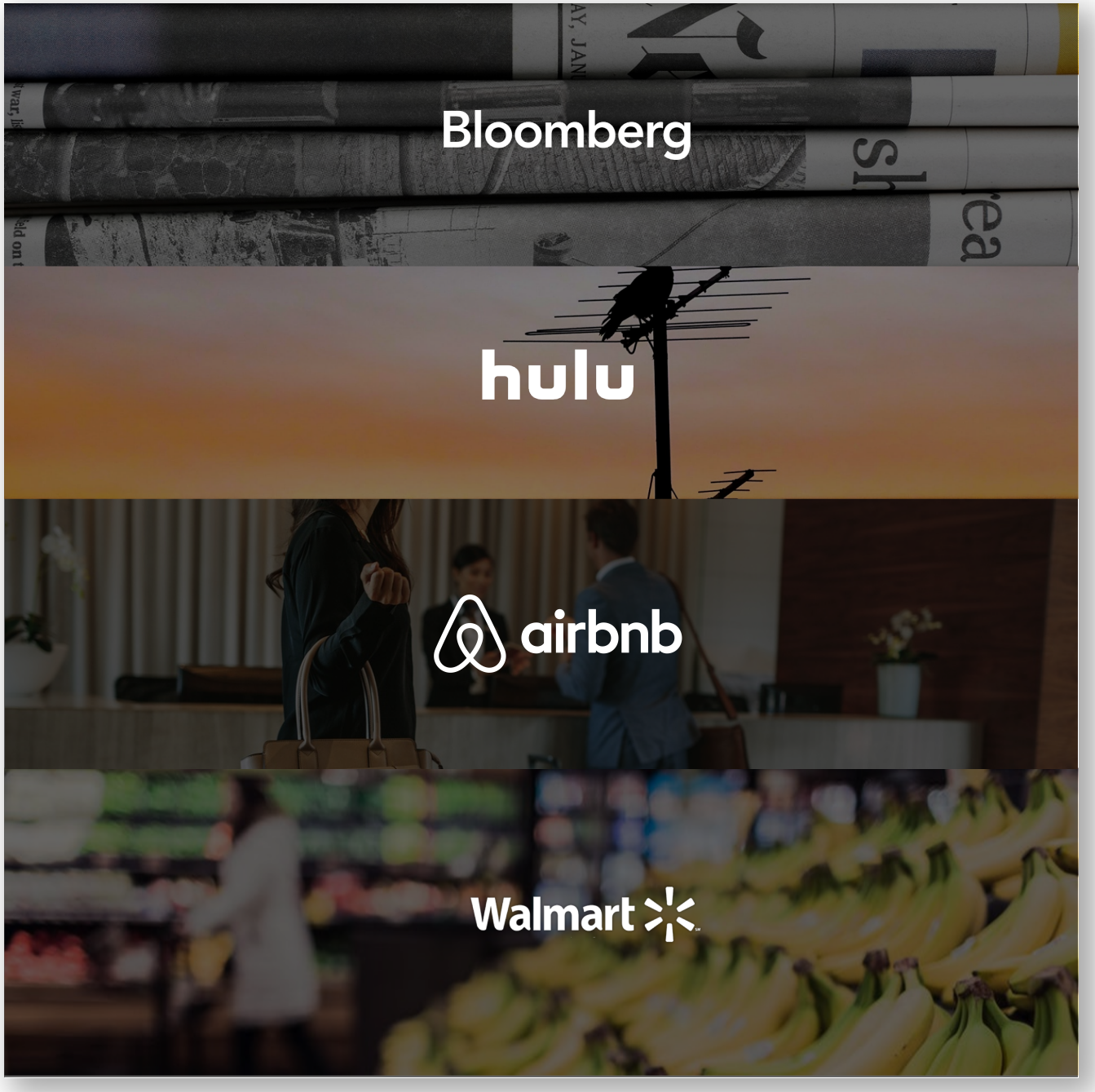
@DivineOps

And you?

Why DevOps?

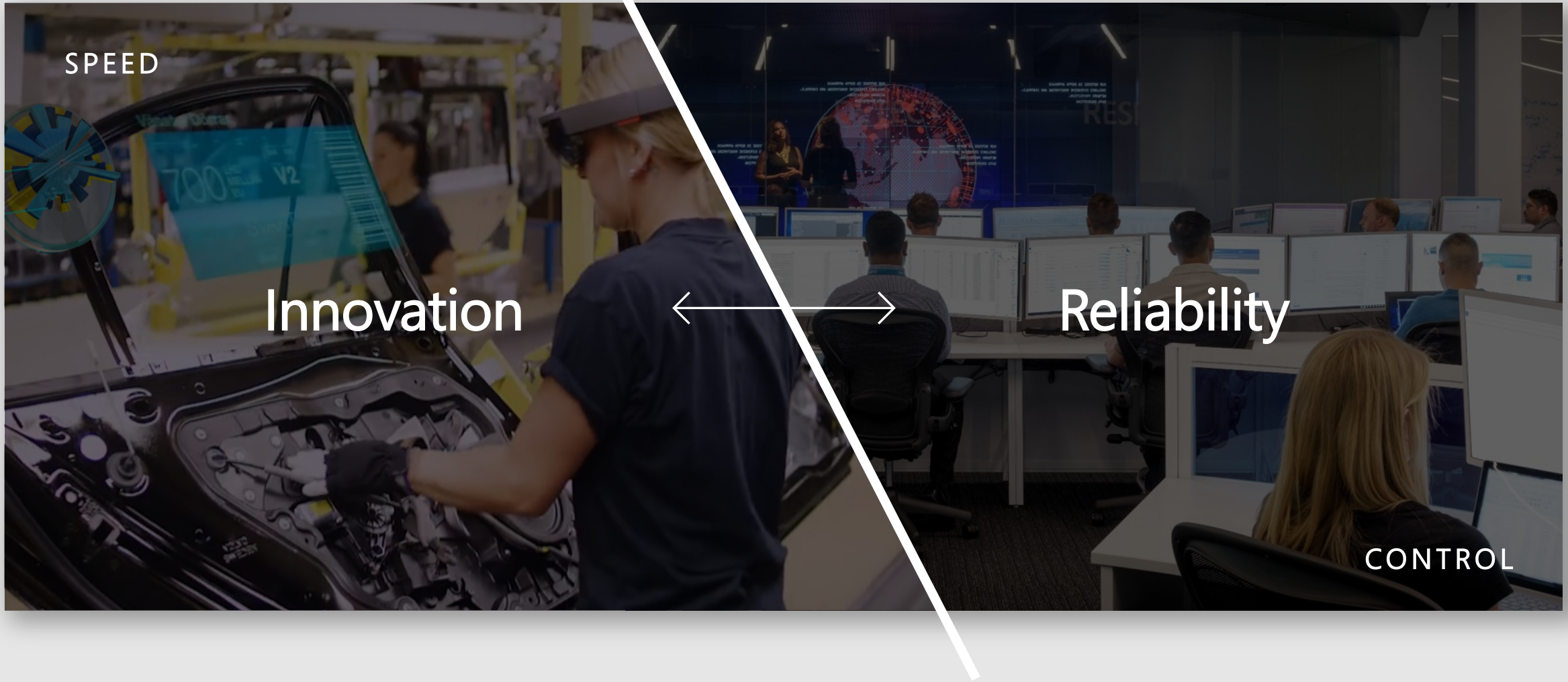
Every company is becoming a software company

62% of CEOs have an initiative to make their businesses more digital



Software delivery paradox

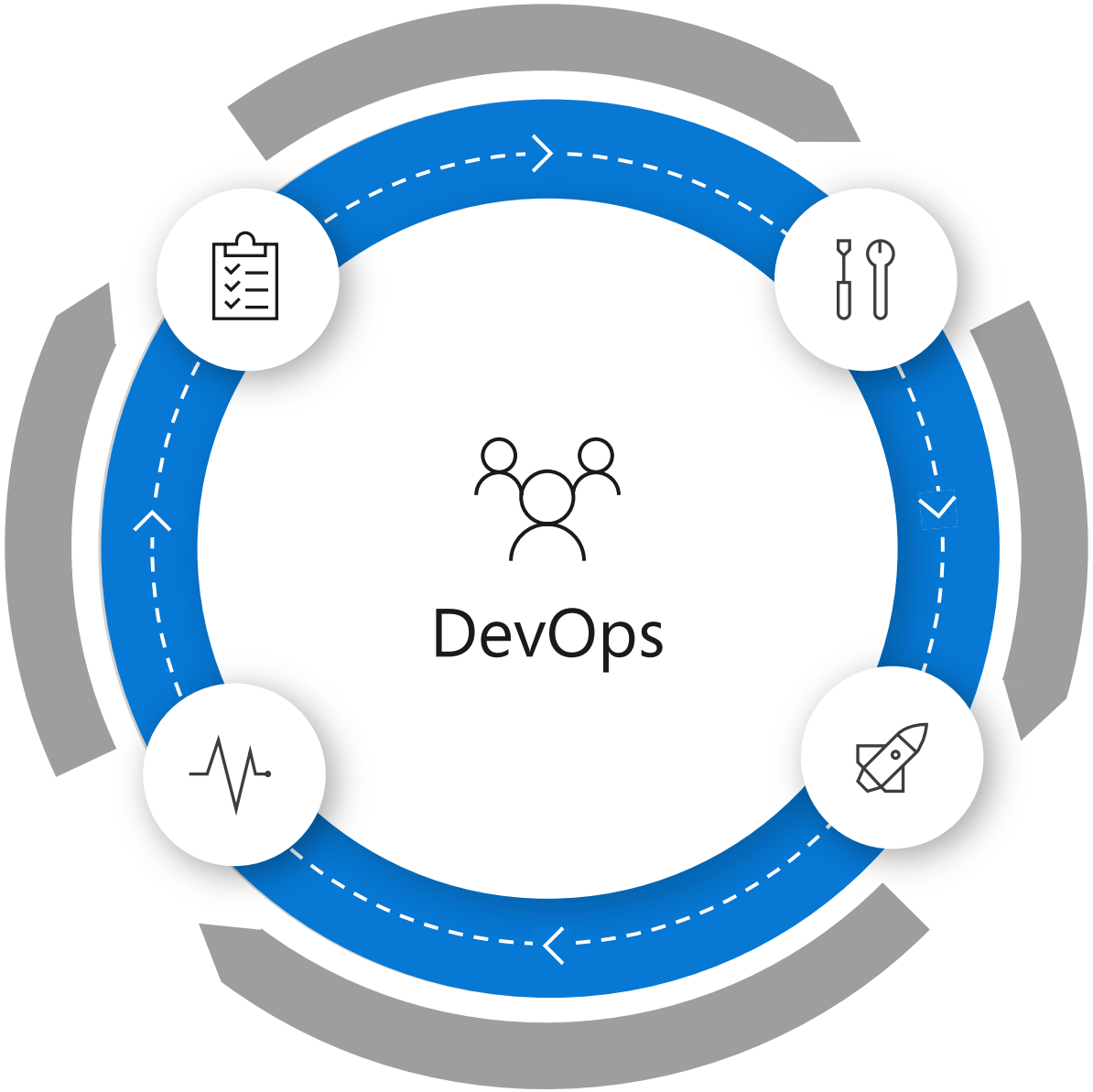
Speed vs. control



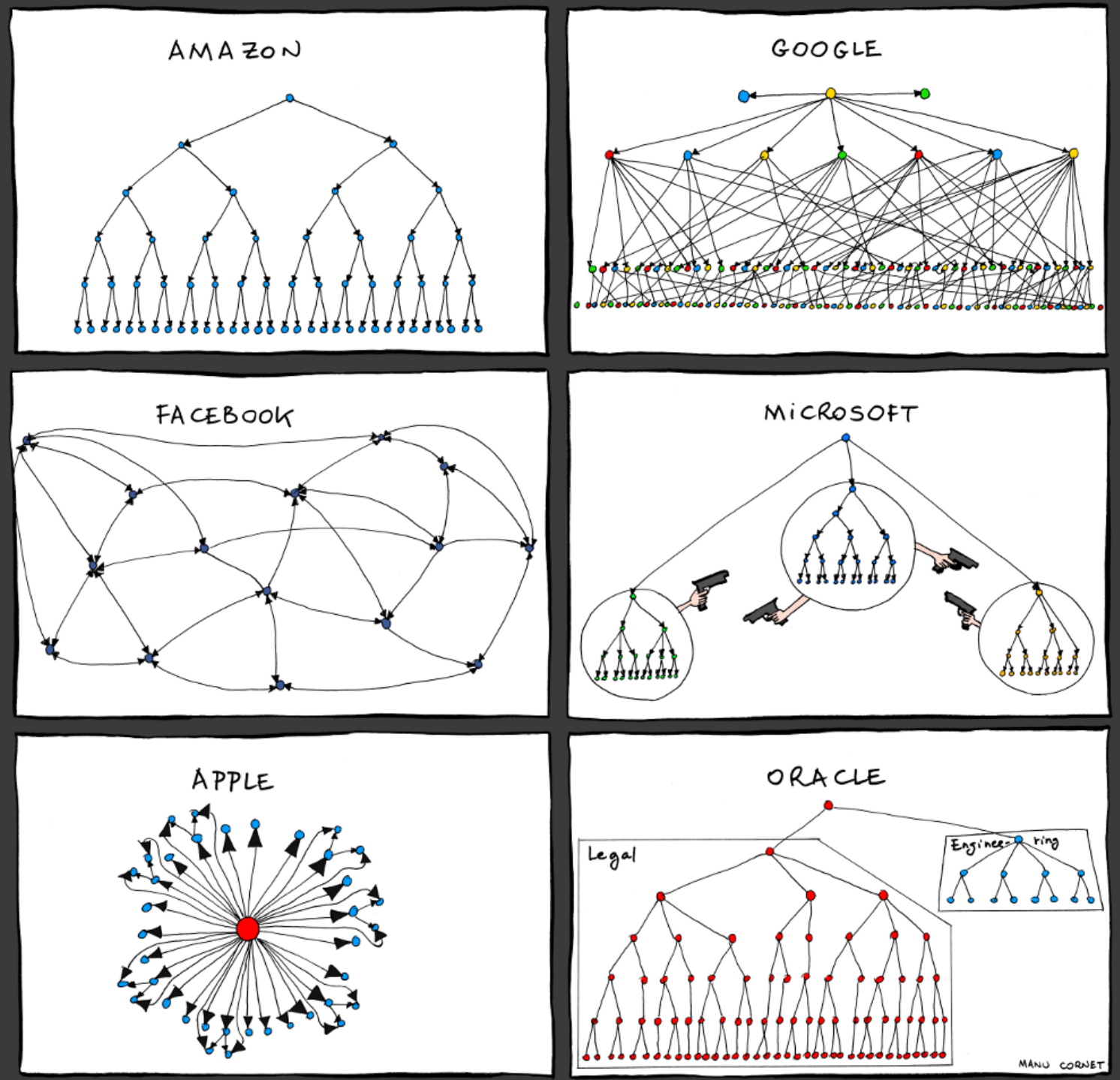
Effective DevOps

Key practices

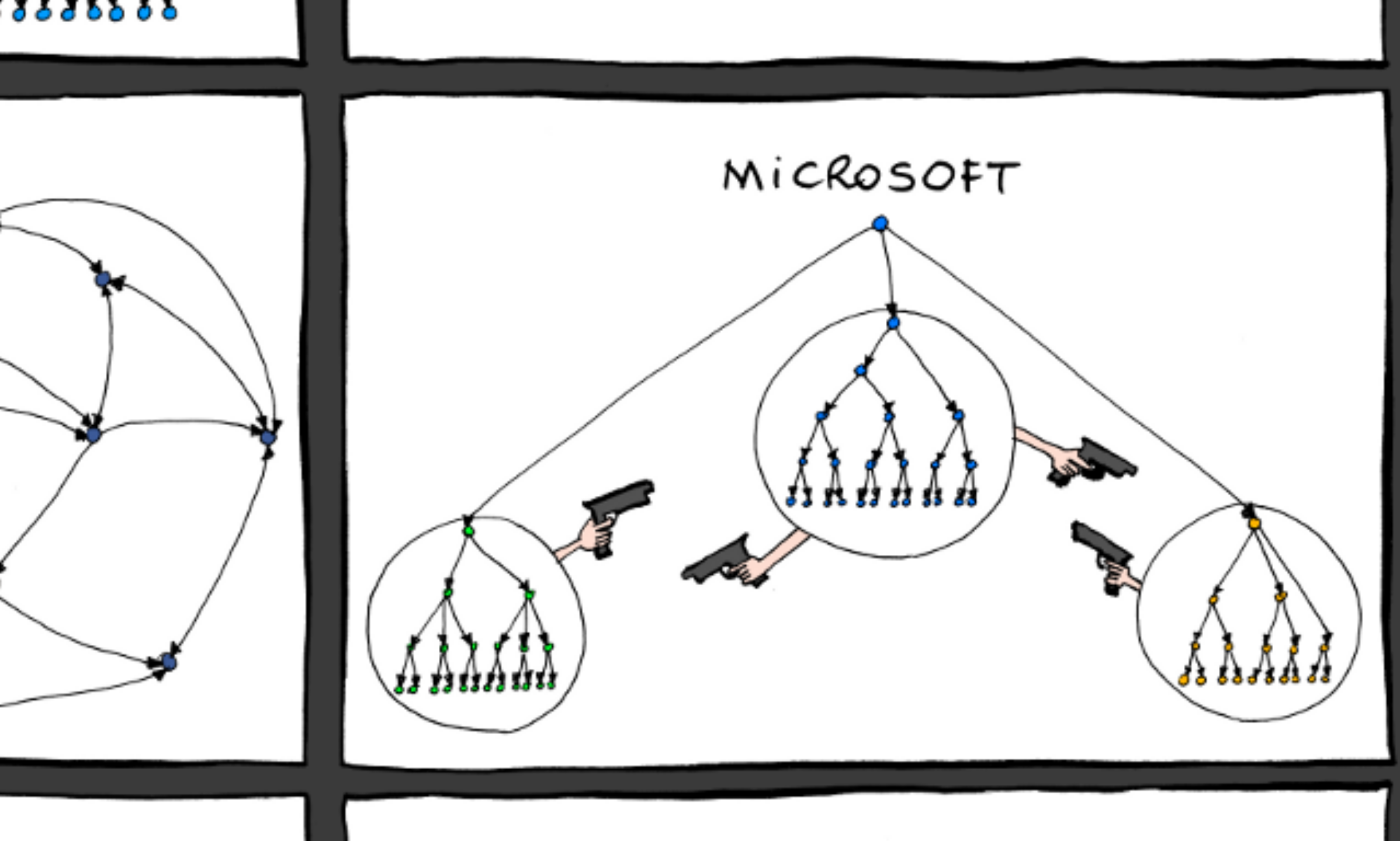
- Culture
- Automation
- Lean
- Measurement
- Sharing
- Continuous Improvement



Why transformation?



http://www.bonkersworld.net/images/2011.06.27_organizational_charts.png



http://www.bonkersworld.net/images/2011.06.27_organizational_charts.png

1ES using Azure and GitHub

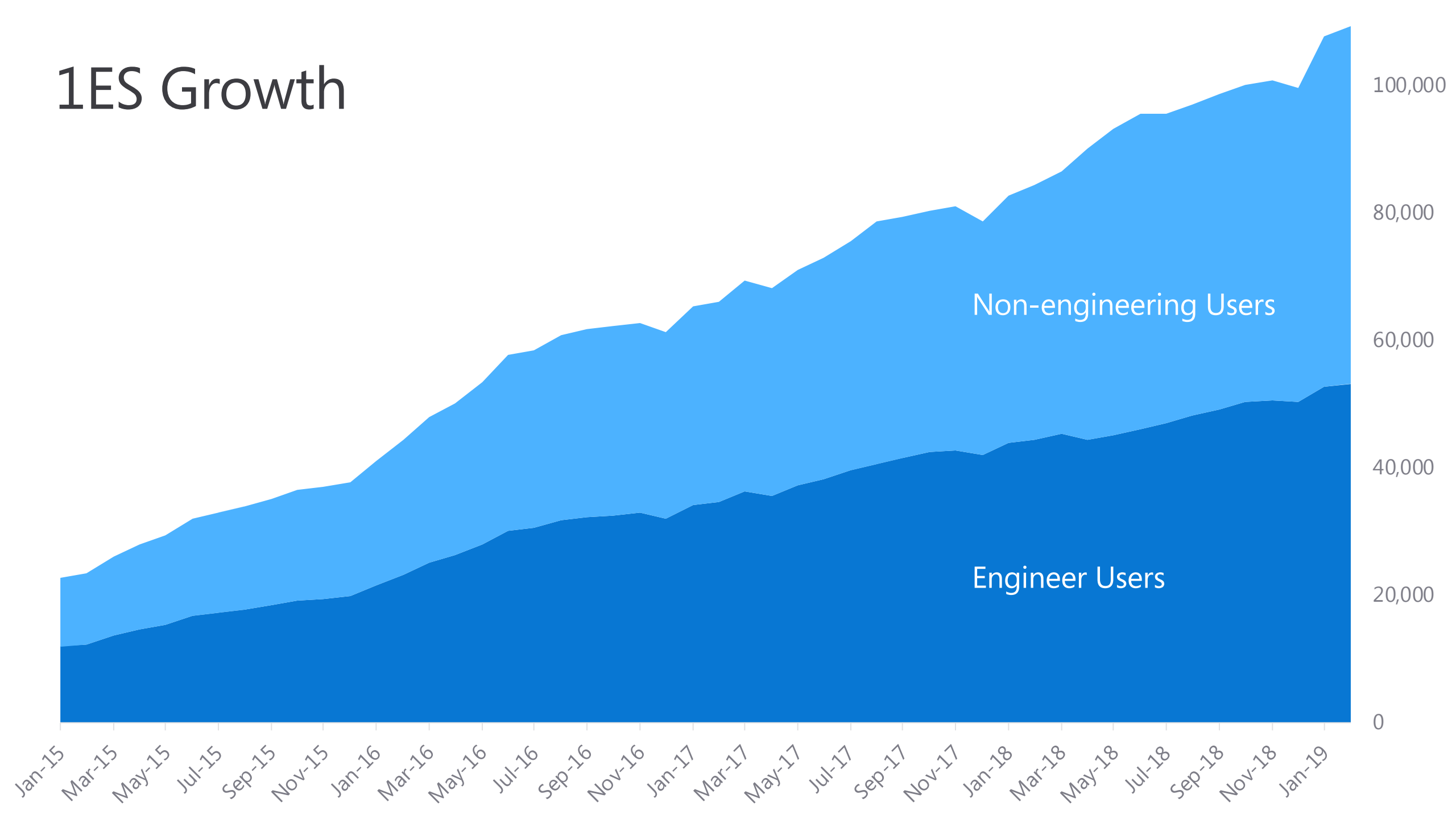
There cannot be a more important thing for an engineer, for a product team, than to work on the systems that drive our productivity.

So I would, any day of the week, trade off features for our own productivity.

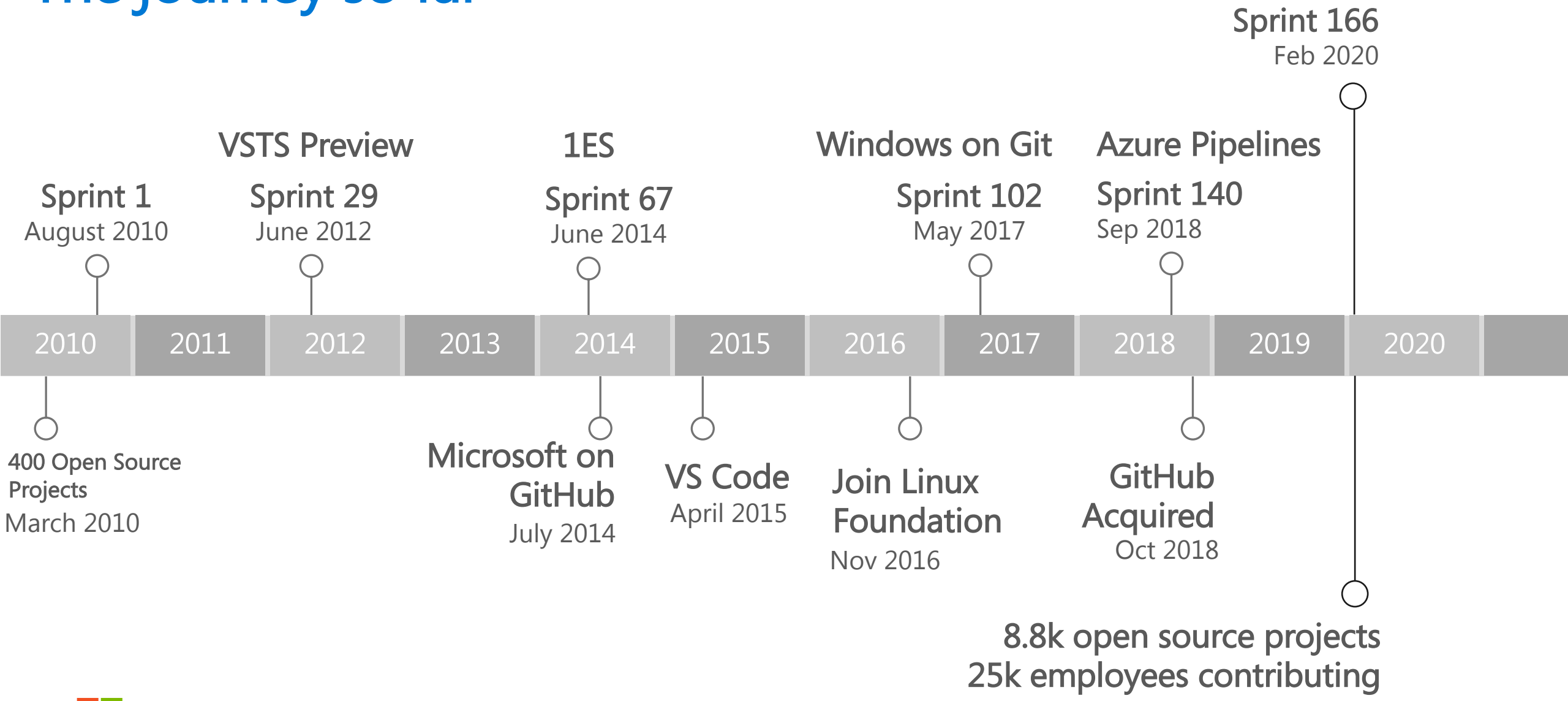
I want our best engineers to work on our engineering systems, so that we can later on come back and build all of the new concepts we want.

- Satya Nadella

1ES Growth

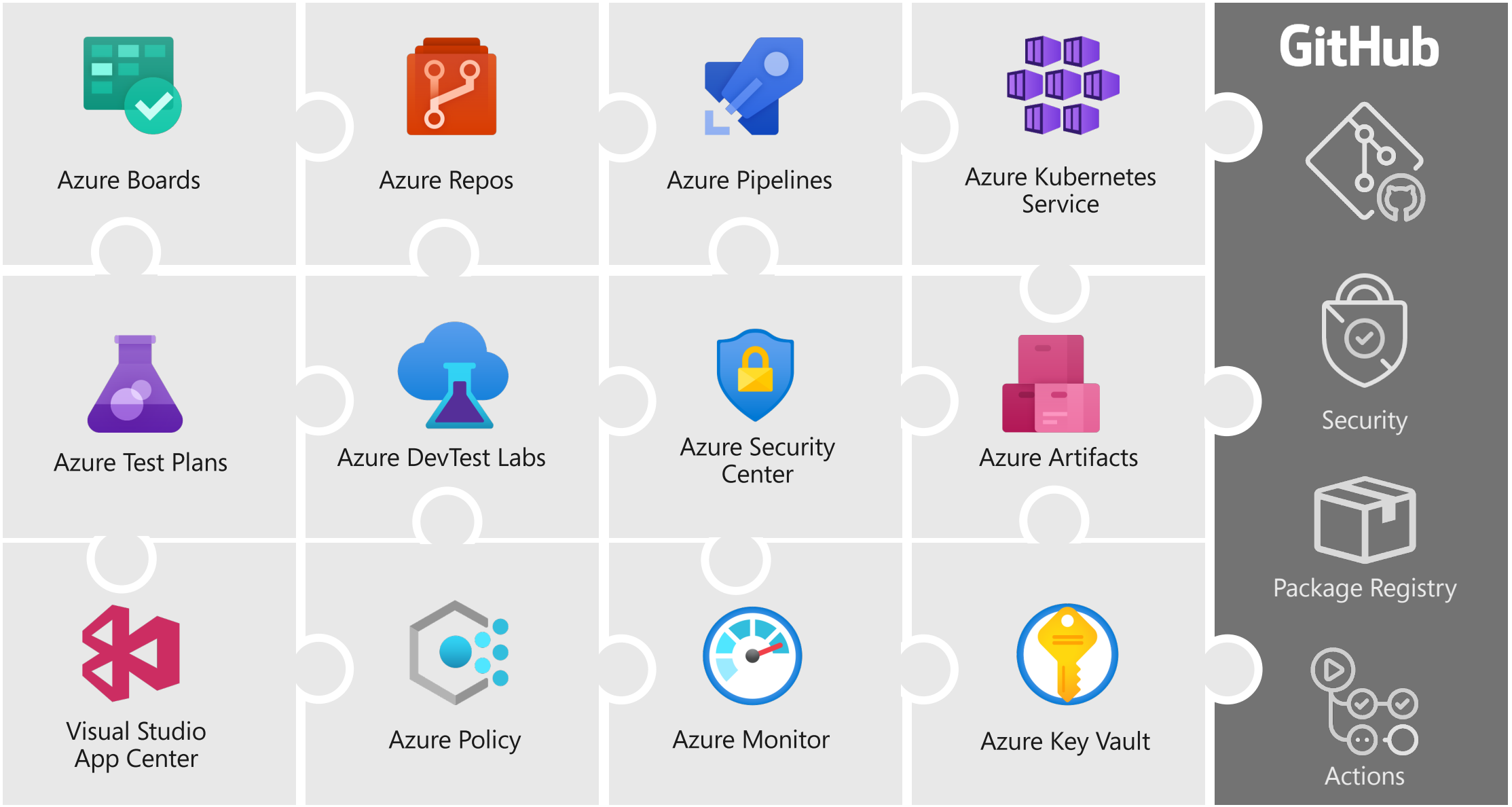

Non-engineering Users
Engineer Users
100,000
80,000
60,000
40,000
20,000
0
Jan-15
Mar-15
May-15
Jul-15
Sep-15
Nov-15
Jan-16
Mar-16
May-16
Jul-16
Sep-16
Nov-16
Jan-17
Mar-17
May-17
Jul-17
Sep-17
Nov-17
Jan-18
Mar-18
May-18
Jul-18
Sep-18
Nov-18
Jan-19

The journey so far



Microsoft

Microsoft's DevOps Tooling – enhanced by GitHub



DevOps at Microsoft

https://aka.ms/DevOpsAtMicrosoft

110k
Active users inside Microsoft

4.6m
Builds per month

28k
Work items created per day

82,000
Deployments per day

2.4m
Private Git commits per month

8.8k
Open Source repos on GItHub

25k
Employees contributing to open source

Data: Internal Microsoft engineering system activity, July 2019

107,000

Engineers in Microsoft working with 1ES

One second per day is like adding

3.7 More people to Microsoft

One minute per day is like adding

163 More people to Microsoft

One hour per day is like adding

$2.7B per year

Microsoft

What did we learn?

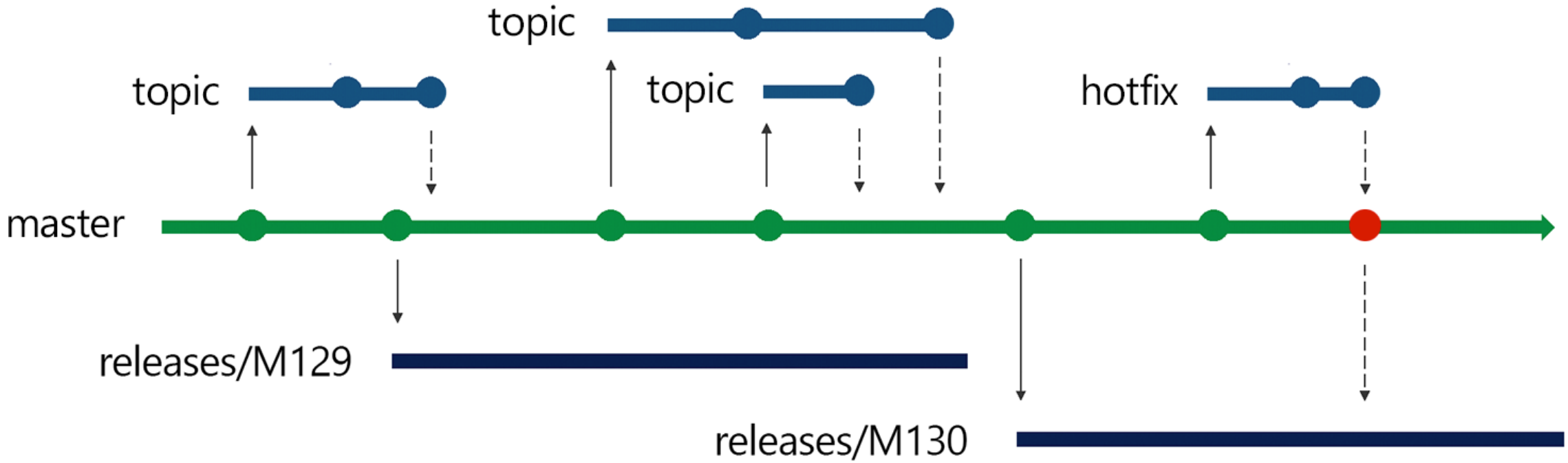
Shipping is a feature!

Our Definition of Done

Live in production, collecting telemetry supporting or diminishing the starting hypothesis.

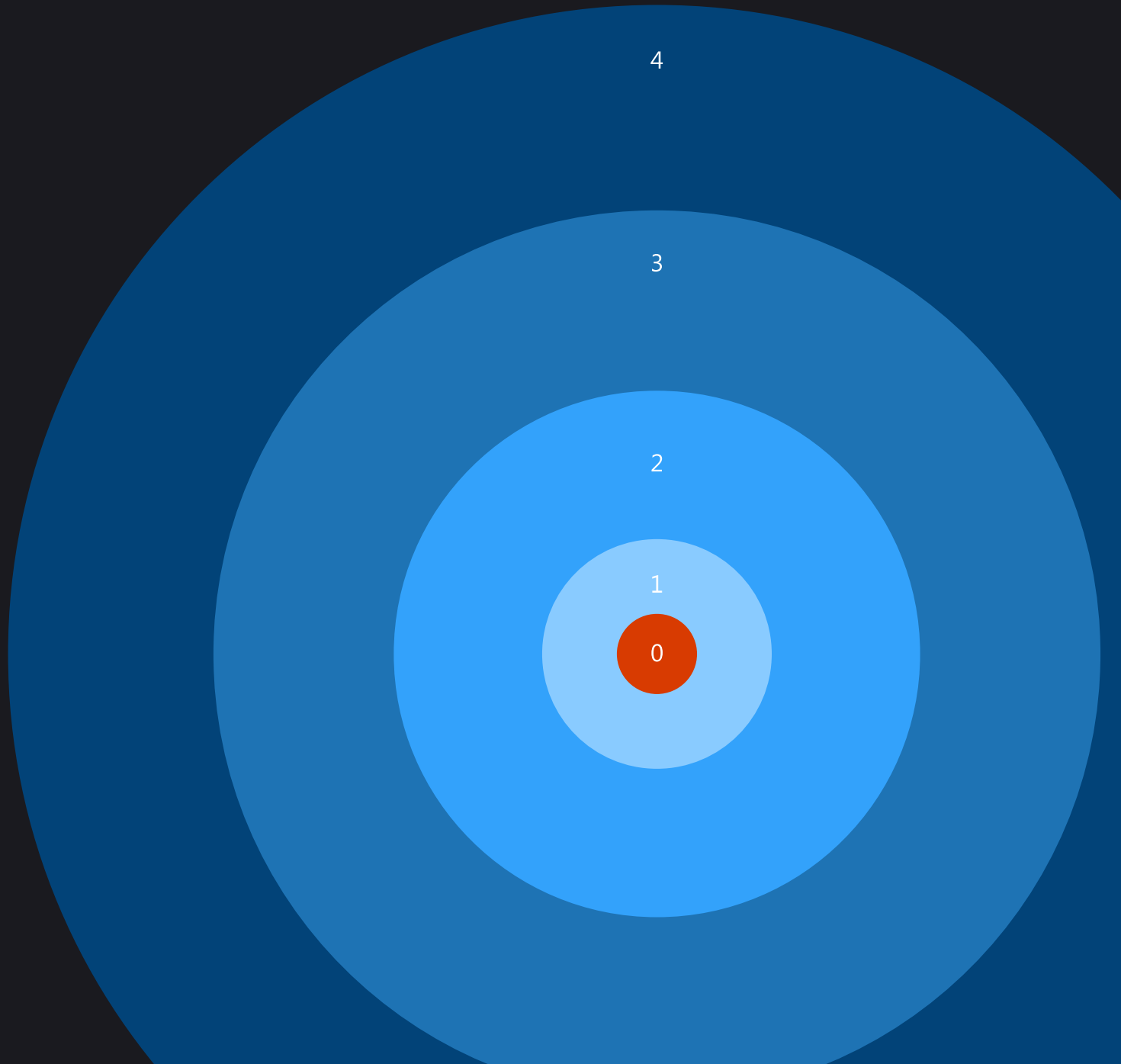
Release Flow

Using Trunk Based Development to avoid Merge Hell



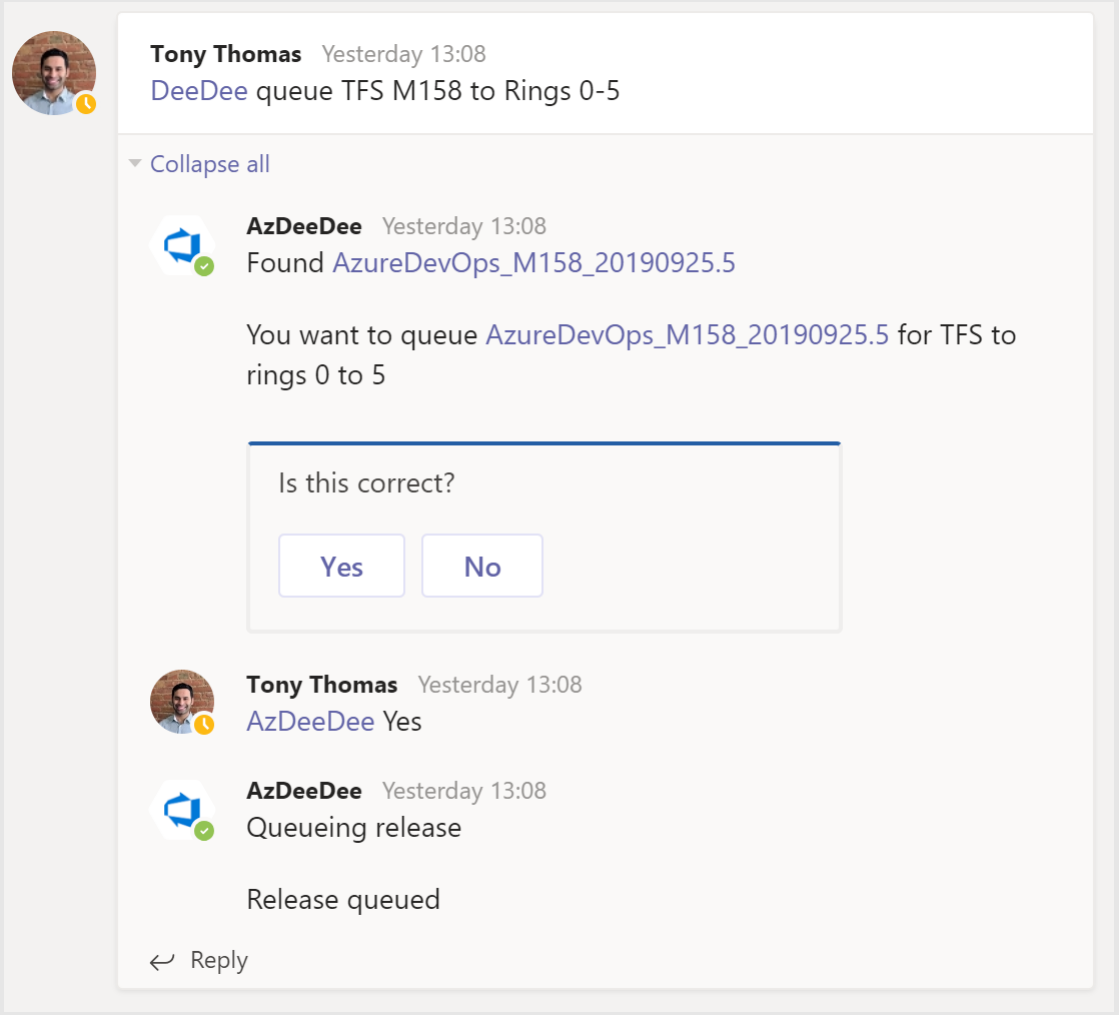
Your aim won't be perfect.

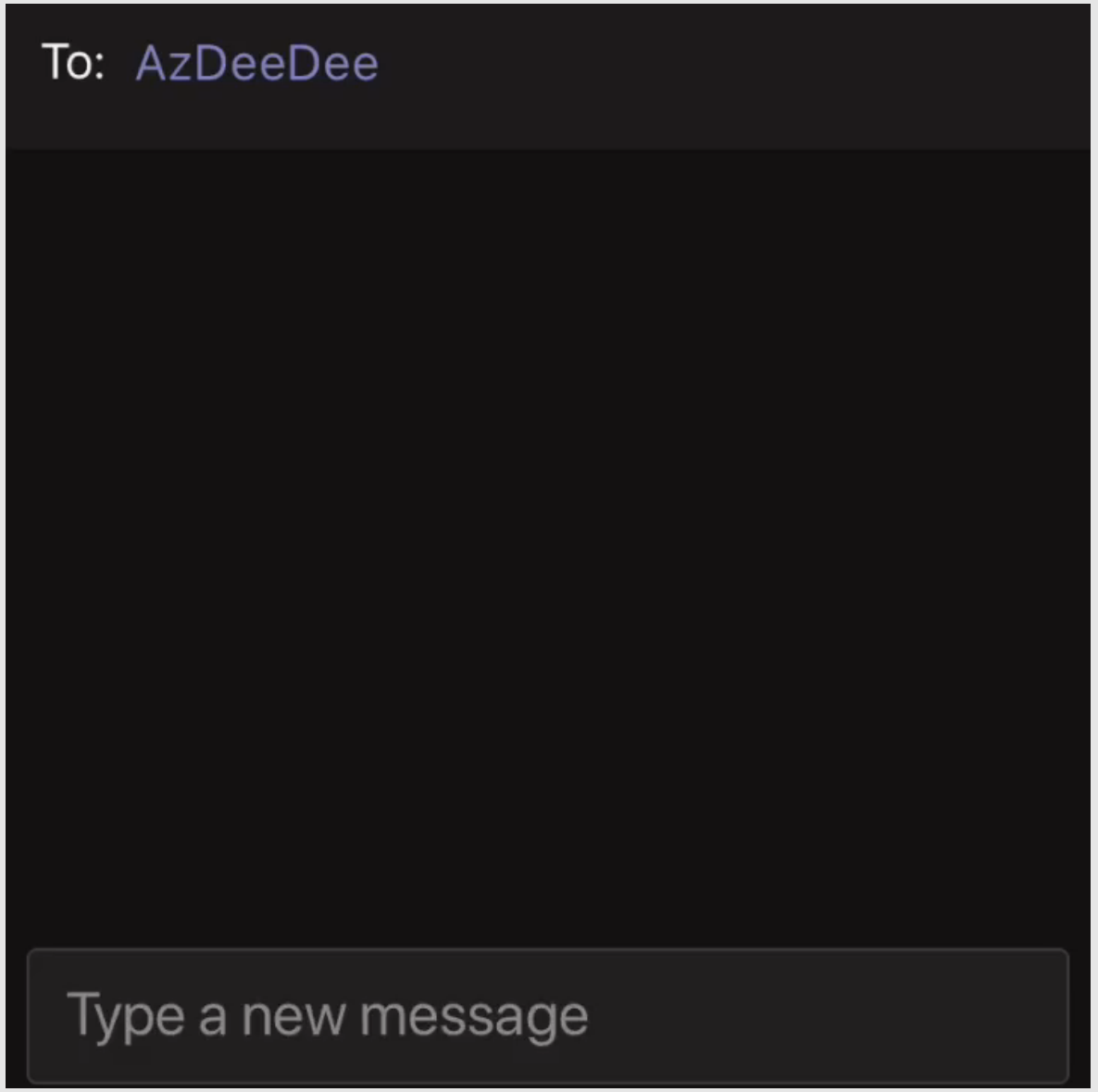
Control the blast radius.



Tracking Deployments to Production (5 Rings)

1. Canary (internal users)
2. Smallest external data center
3. Largest external data center
4. International data centers
5. Everyone


Tony Thomas Yesterday 13:08
DeeDee queue TFS M158 to Rings 0-5
Collapse all
AzDeeDee Yesterday 13:08
Found AzureDevOps_M158_20190925.5
You want to queue AzureDevOps_M158_20190925.5 for TFS to rings 0 to 5
Is this correct?
Yes
No
Tony Thomas Yesterday 13:08
AzDeeDee Yes
AzDeeDee Yesterday 13:08
Queueing release
Release queued
Reply

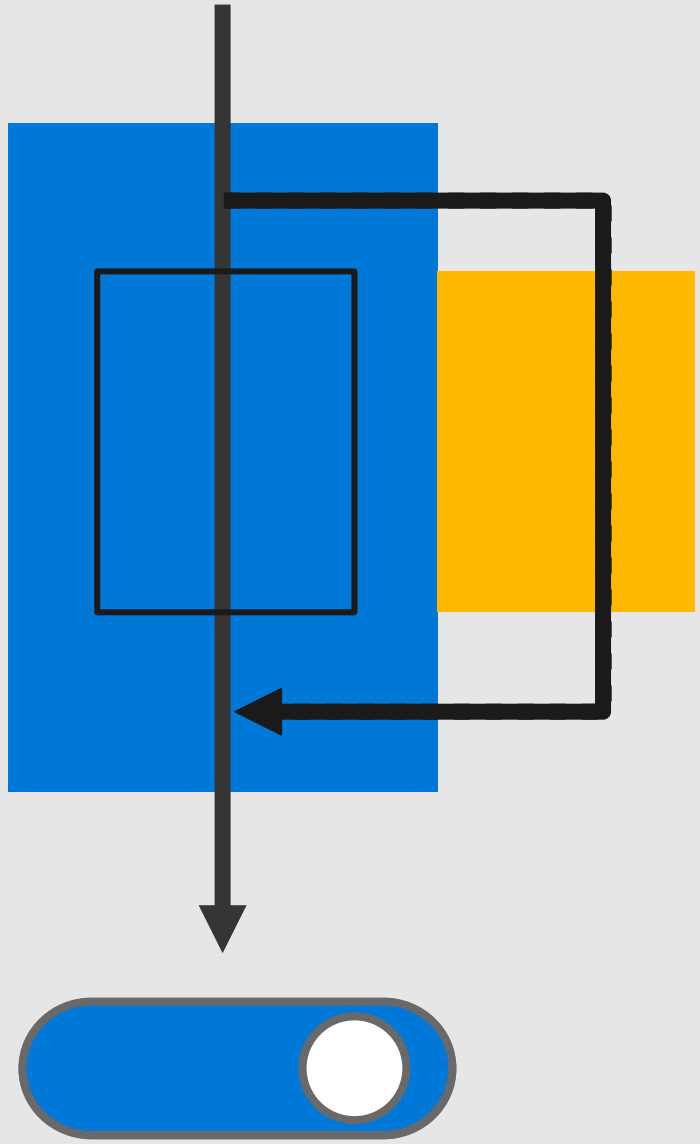

To: AzDeeDee
Type a new message

Do you test in production?

Everyone tests in production!

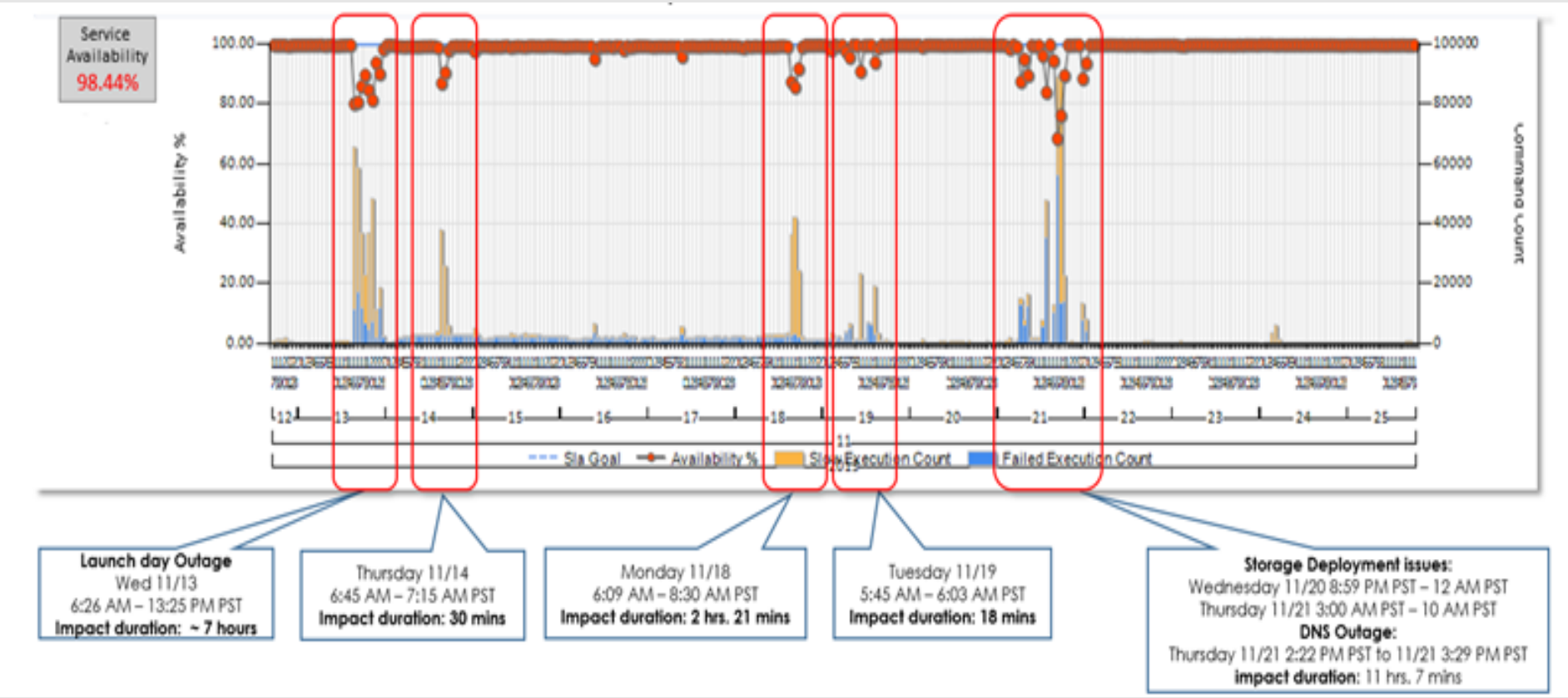
Feature Flags

- All code is deployed
- Runtime control down to individual user
- Enables dark launch



Awesome! What could go wrong?

- We turned features on globally just before the keynote…



Live Site Culture

Live site status is always the top priority

Live Site Culture

- Live site status is always the top priority
- Weekly live site review
- Root cause everything
- LSI fixes go into backlog (2 sprint rule)
- Actionable alerts
- Monthly service review
- On-call Designated Responsible Individual (DRI)
- Customer Focused Availability model (SLA)
- Per team / service health reports

Be Transparent

Visual Studio Team Services is up and running

✔ Everything is looking good

View all Team Services support options Visit our service blog for details and histon

A Rough Patch

Brian Harry MS 25 Nov 2013 3:06 PM 10

Either I'm going to get increasingly good at apologizing to fewer and fewer people or we're going to get better at this. I vote for the later.

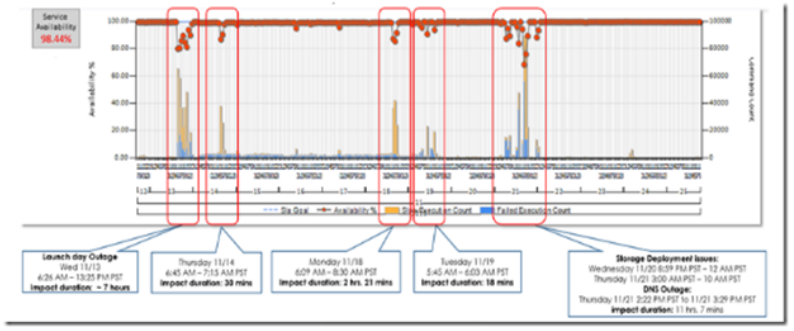
We've had some issues with the service over the past week and a half. I feel terrible about it and I can't apologize enough. It's the biggest incident we've had since the instability created by our service refactoring in the March/April timeframe. I know it's not much consolation but I can assure you that we have taken the issue very seriously and there are a fair number of people on my team who haven't gotten much sleep recently.

The incident started the morning of the Visual Studio 2013 launch when we introduced some significant performance issues with the changes we made. You may not have noticed it by my presentation but for the couple of hours before I was frantically working with the team to restore the service.

At launch, we introduced the commercial terms for the service and enabled people to start paying for usage over the free level. To follow that with a couple of rough weeks is leaving a bad taste in my mouth (and yours too, I'm sure). Although the service is still officially in preview, I think it's reasonable to expect us to do better. So, rather than start off on such a sour note, we are going to extend the "early adopter" program for 1 month giving all existing early adopters an extra month at no charge. We will also add all new paying customers to the early adopter program for the month of December – giving them a full month of use at no charge. Meanwhile we'll be working hard to ensure things run more smoothly.

Hopefully that, at least, demonstrates that we're committed to offering a very reliable service. For the rest of this post, I'm going to walk through all the things that happened and what we learned from them. It's a long read and it's up to you how much of it you want to know.

Here's a picture of our availability graph to save 1,000 words:



Explanation of July 18th outage

Brian Harry MS 31 Jul 2014 5:58 AM 6 RATE THIS

Sorry it took me a week and a half to get to this.

We had the most significant VS Online outage we've had in a while on Friday July 18th. The entire service was unavailable for about 90 minutes. Fortunately it happened during non-peak hours so the number of affected customers was fewer than it might have been but I know that's small consolation to those who *were* affected.

My main goal from any outage that we have is to learn from it. With that learning, I want to make our service better and also share it so, maybe, other people can avoid similar errors.

What happened?

The root cause was that a single database in SQL Azure became very slow. I actually don't know why, so I guess it's not really the root cause but, for my purposes, it's close enough. I trust the SQL Azure team chased that part of the root cause – certainly did loop them in on the incident. Databases will, from time to time, get slow and SQL Azure has been pretty good about that over the past year or so.

The scenario was that Visual Studio (the IDE) was calling our "Shared Platform Services" (a common service instance managing things like identity, user profiles, licensing, etc.) to establish a connection to get notified about updates to roaming settings. The Shared Platform Services were calling Azure Service Bus and it was calling the ailing SQL Azure database.

The slow Azure database caused calls to the Shard Platform Services (SPS) to pile up until all threads in the SPS thread pool were consumed, at which point, all calls to TFS eventually got blocked due to dependencies on SPS. The ultimate result was VS Online being down until we manually disabled our connection to Azure Service Bus an the log jam cleared itself up.

There was a lot to learn from this. Some of it I already knew, some I hadn't thought about but, regardless of which category it was in, it was a damn interesting/enlightening failure.

UPDATE Within the first 10 minutes I've been pinged by a couple of people on my team pointing out that people may interpret this as saying the root cause was Azure DB. Actually, the point of my post is that it doesn't matter what the root cause was. Transient failures will happen in a complex service. The interesting thing is that you react to them appropriately. So regardless of what the trigger was, the "root cause" of the outage was that we did not handle a transient failure in a secondary service properly and allowed it to cascade into a total service outage. I'm also told that I may be wrong about what happened in SB/Azure DB. I try to stay away from saying too much about what happens in other services because it's a dangerous thing to do from afar. I'm not going to take the time to go double check and correct any error because, again, it's not relevant to the discussion. The post isn't about the trigger. The post is about how we reacted to the trigger and what we are going to do to handle such situations better in the future.

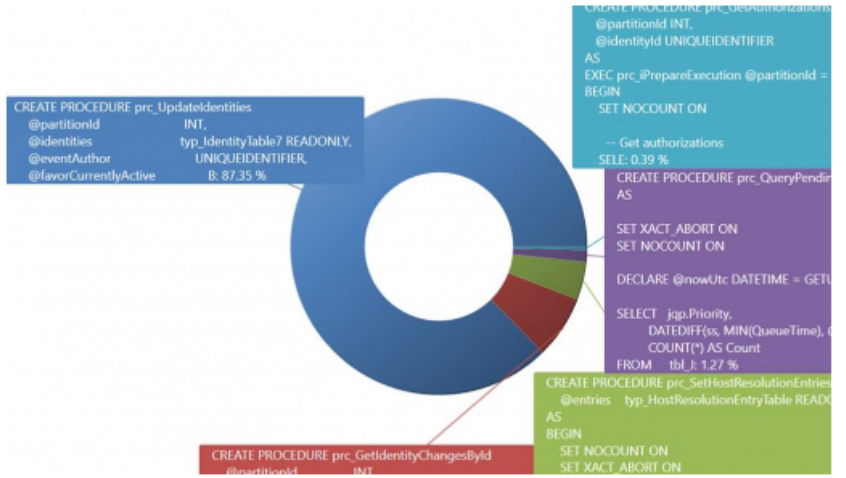
Don't let a 'nice to have' feature take down your mission critical ones

I'd say the first and foremost lesson is "Don't let a 'nice to have' feature take down your mission critical ones." There's a notion in services that all services should be loosely coupled and failure tolerant. One service going down should not cause a cascading failure, causing other services to fail but rather only the portion of functionality that absolutely depends on the failing component is unavailable. Services like Google and Bing are great at this. They are composed of dozens or hundreds of services and any single service might be down and you never even notice because most of the experience looks like it always does.

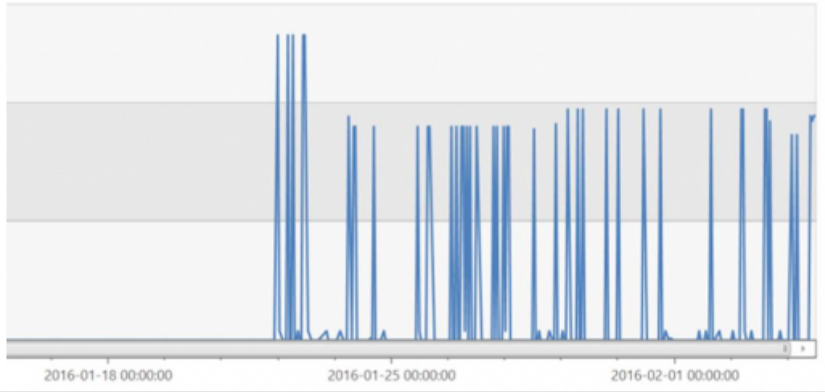
A bit more on the Feb 3 and 4 incidents

02/06/2016 by Brian Harry MS // 15 Comments

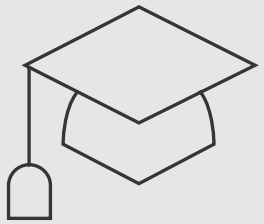
Drilling further by looking at what sprocs are waiting on RESOURCE_SEMAPHORE, we see that prc_UpdateIdentities dominates. Guess what... That's the sproc that caused this incident.



And now, let's look at a time chart of memory grant requests for this sproc. The huge spikes begin the moment we introduced the change to SQL compat level. This is a fantastic opportunity for automated anomaly detection. There's no reason we can't find this kind of thing long before it creates any actual incident. Getting all of the technology hooked up to make this possible and know which KPIs to watch isn't easy and will take some tuning but all the data is here.



Iterate over pain



No such thing as ‘partial automation’

“One time” deployment commands in OneNote, email

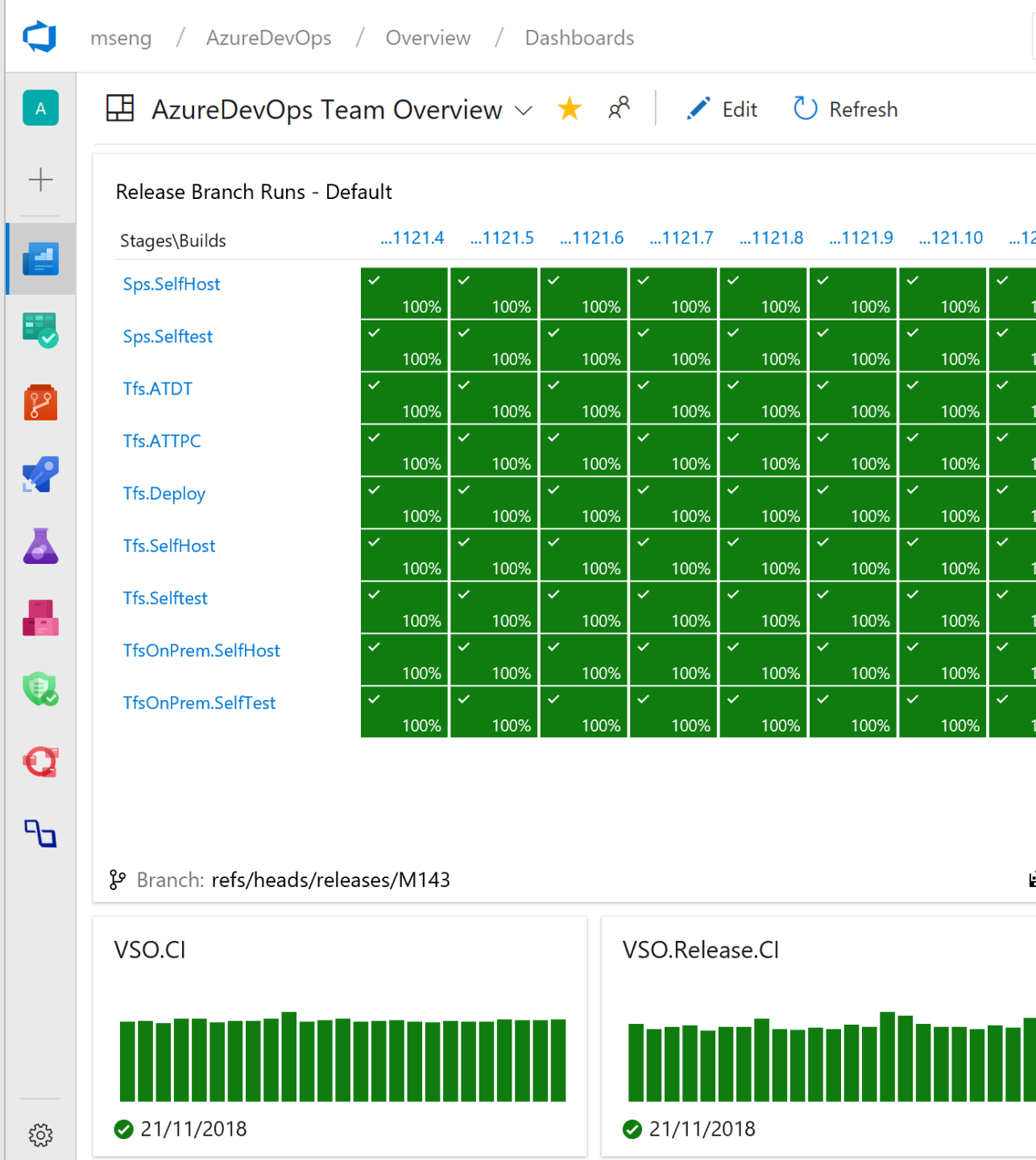
```
Set-Options “-p 0”
```

Imagine a dozen more steps like that…

And then…someone misses a step halfway through

Automate completely

- No more “one time” commands run manually
- Pre-production & canary are the same as production **every time**



If a process often breaks,

Do it MORE often

Shift left quality

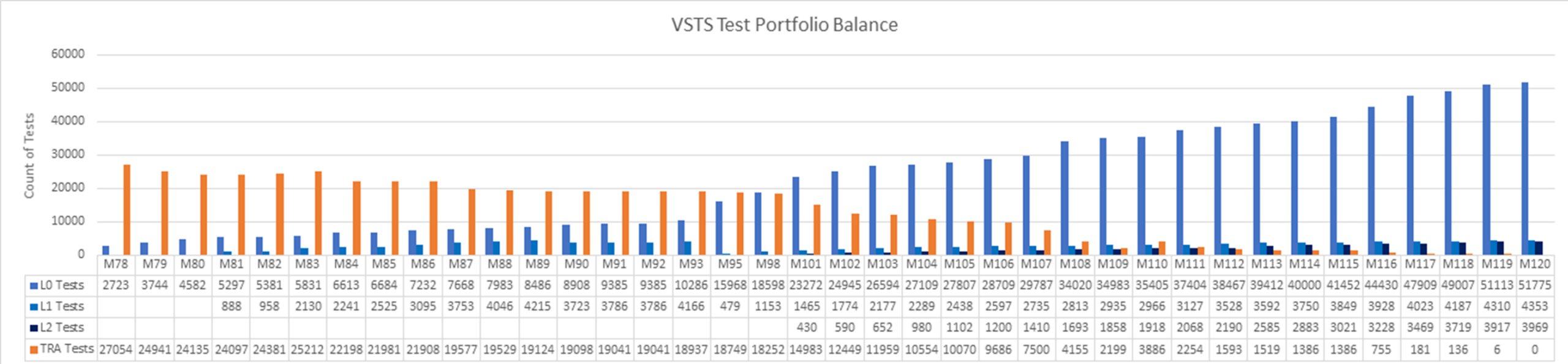
Testing: Shift Left from Integration to Unit

L0 – Requires only built binaries, no dependencies

L1 – Adds ability to use SQL and file system
Run L0 & L1 in the pull request builds

L2 – Test a service via REST APIs

L3 – Full environment to test end to end

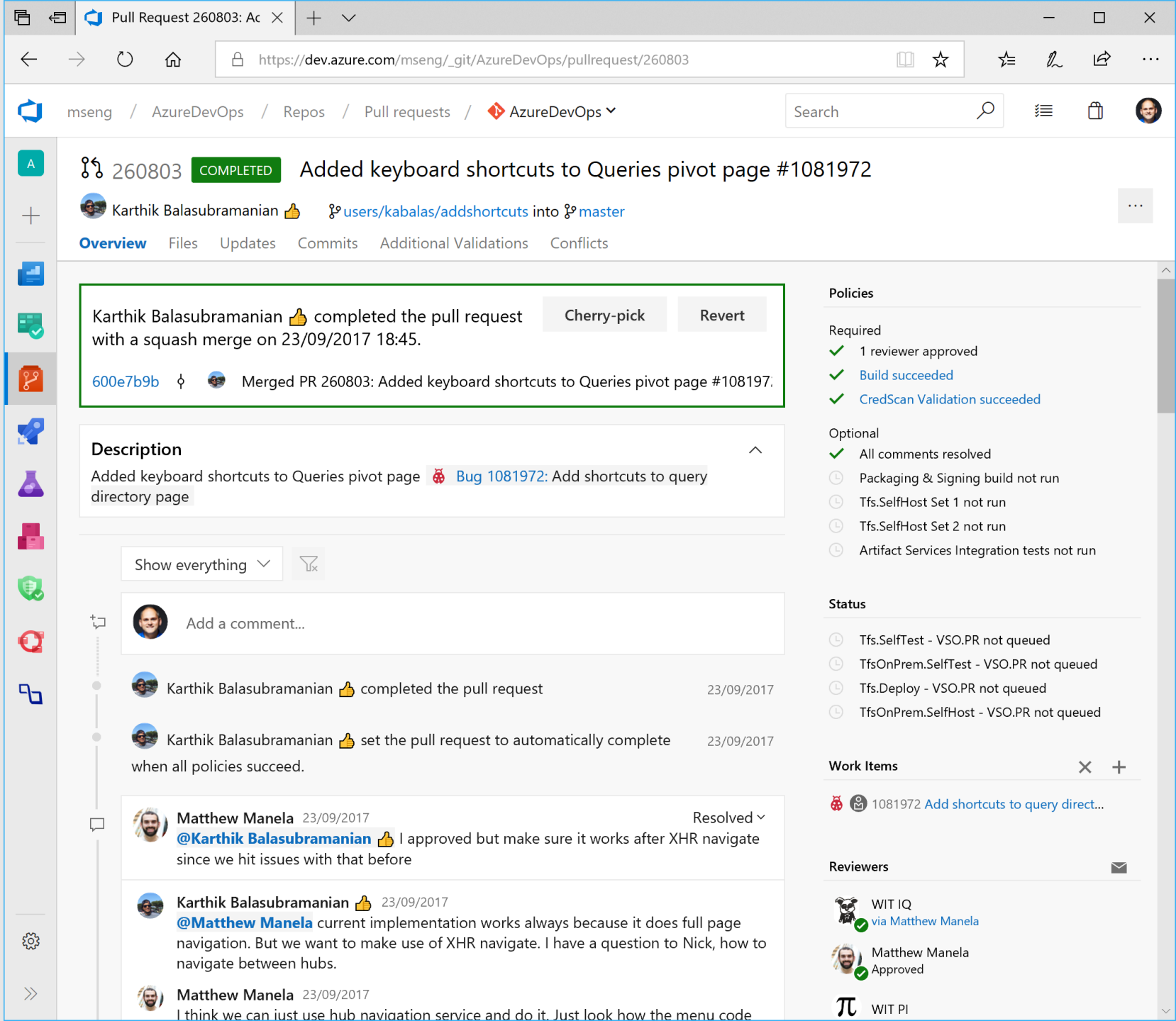


	M78	M79	M80	M81	M82	M83	M84	M85	M86	M87	M88	M89	M90	M91	M92	M93	M95	M98	M101	M102	M103	M104	M105	M106	M107	M108	M109	M110	M111	M112	M113	M114	M115	M116	M117	M118	M119	M120
L0 Tests	2723	3744	4582	5297	5381	5831	6613	6684	7232	7668	7983	8486	8908	9385	9385	10286	15968	18598	23272	24945	26594	27109	27807	28709	29787	34020	34983	35405	37404	38467	39412	40000	41452	44430	47909	49007	51113	51775
L1 Tests				888	958	2130	2241	2525	3095	3753	4046	4215	3723	3786	3786	4166	479	1153	1465	1774	2177	2289	2438	2597	2735	2813	2935	2966	3127	3528	3592	3750	3849	3928	4023	4187	4310	4353
L2 Tests																			430	590	652	980	1102	1200	1410	1693	1858	1918	2068	2190	2585	2883	3021	3228	3469	3719	3917	3969
TRA Tests	27054	24941	24135	24097	24381	25212	22198	21981	21908	19577	19529	19124	19098	19041	19041	18937	18749	18252	14983	12449	11959	10554	10070	9686	7500	4155	2199	3886	2254	1593	1519	1386	1386	755	181	136	6	0

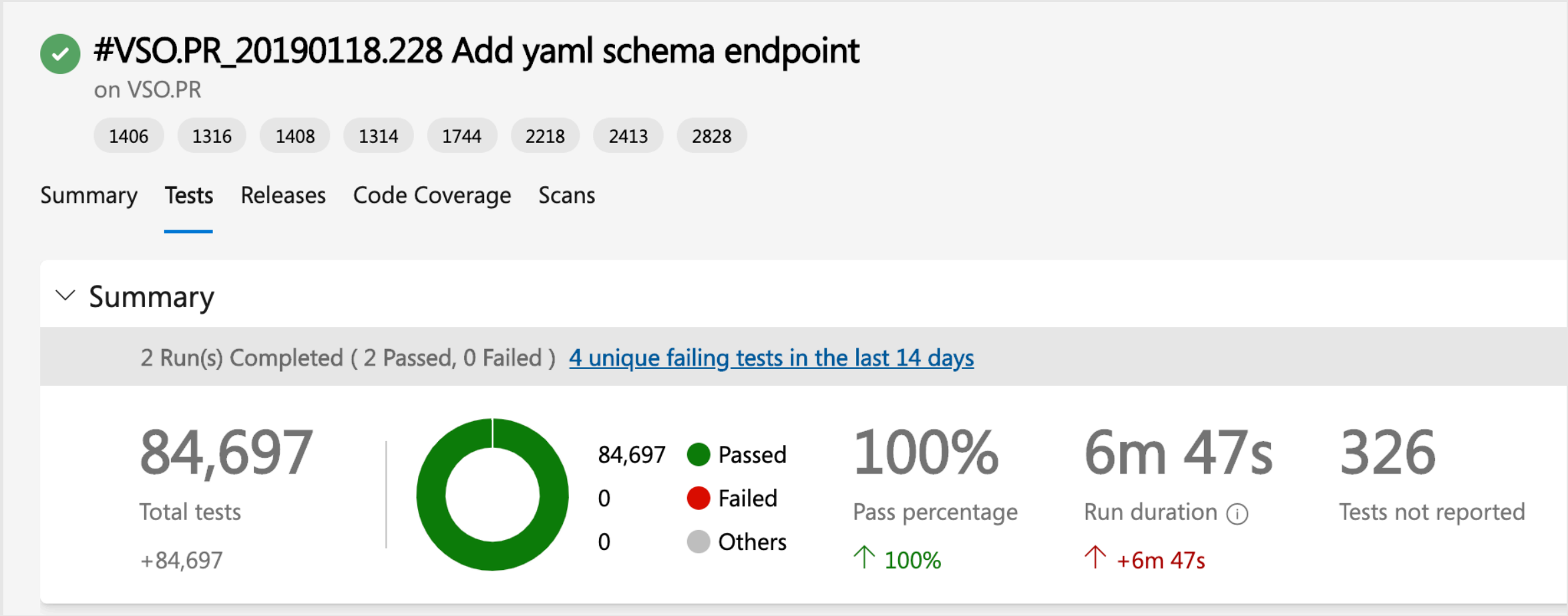
Pull Requests

PR's are point of code review

L0+L1 Tests performed before merge



Tests Against the Pull Request



Feedback in minutes, before acceptance of PR

Green Means Green, Red Means Red

Only all-green builds get to release

Autonomy vs alignment

Team Structure

ORG CHART

PROGRAM MANAGEMENT

DEVELOPMENT

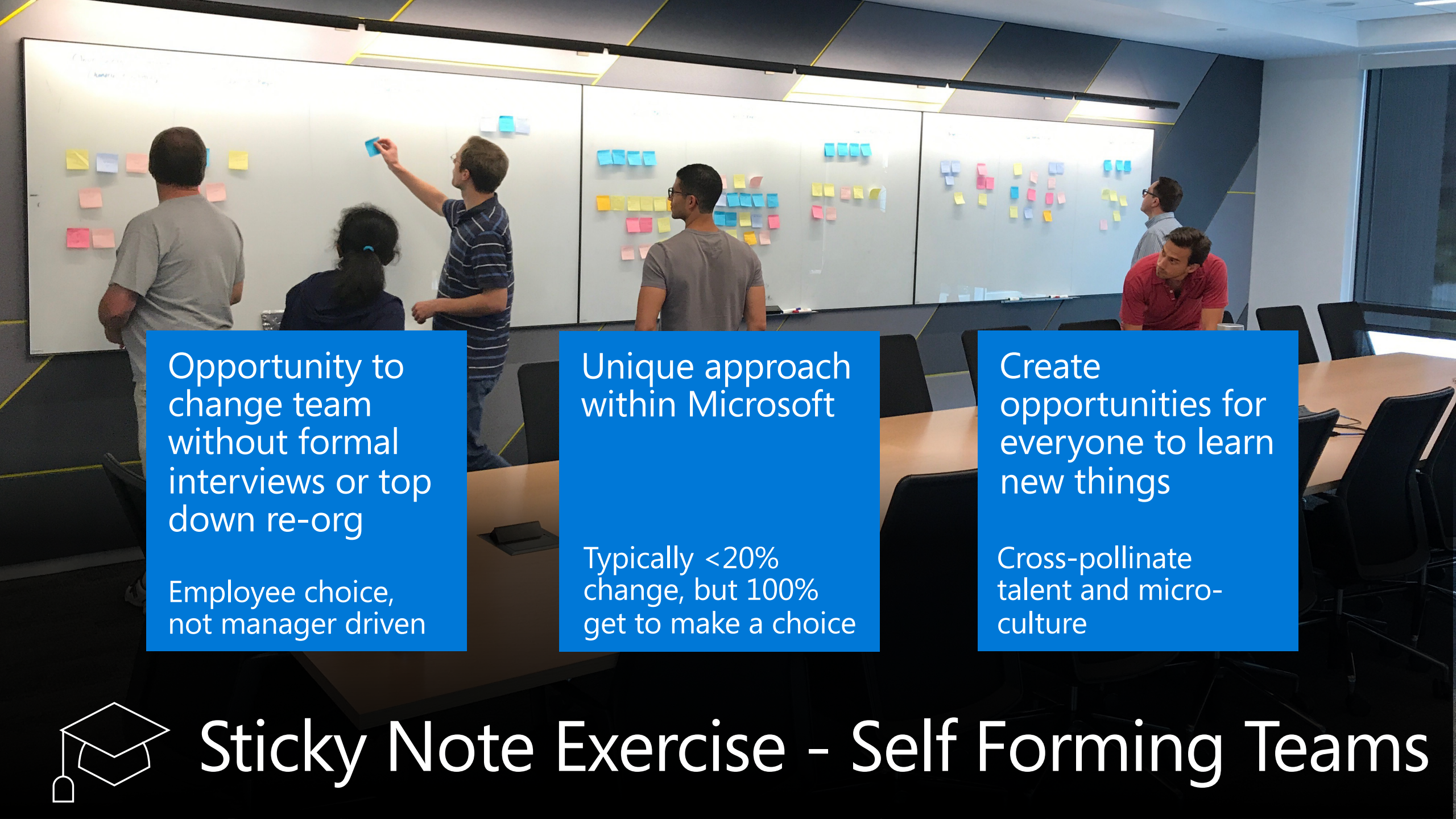
TESTING

ORG CHART

PROGRAM MANAGEMENT

ENGINEERING

OPs



Opportunity to change team without formal interviews or top down re-org

Employee choice, not manager driven

Unique approach within Microsoft

Typically <20% change, but 100% get to make a choice

Create opportunities for everyone to learn new things

Cross-pollinate talent and micro-culture

Sticky Note Exercise - Self Forming Teams

Measure impact not activity

Measure what's important (KPI's)

Usage

- Acquisition
- Engagement
- Satisfaction
- Churn
- Feature Usage

I2D

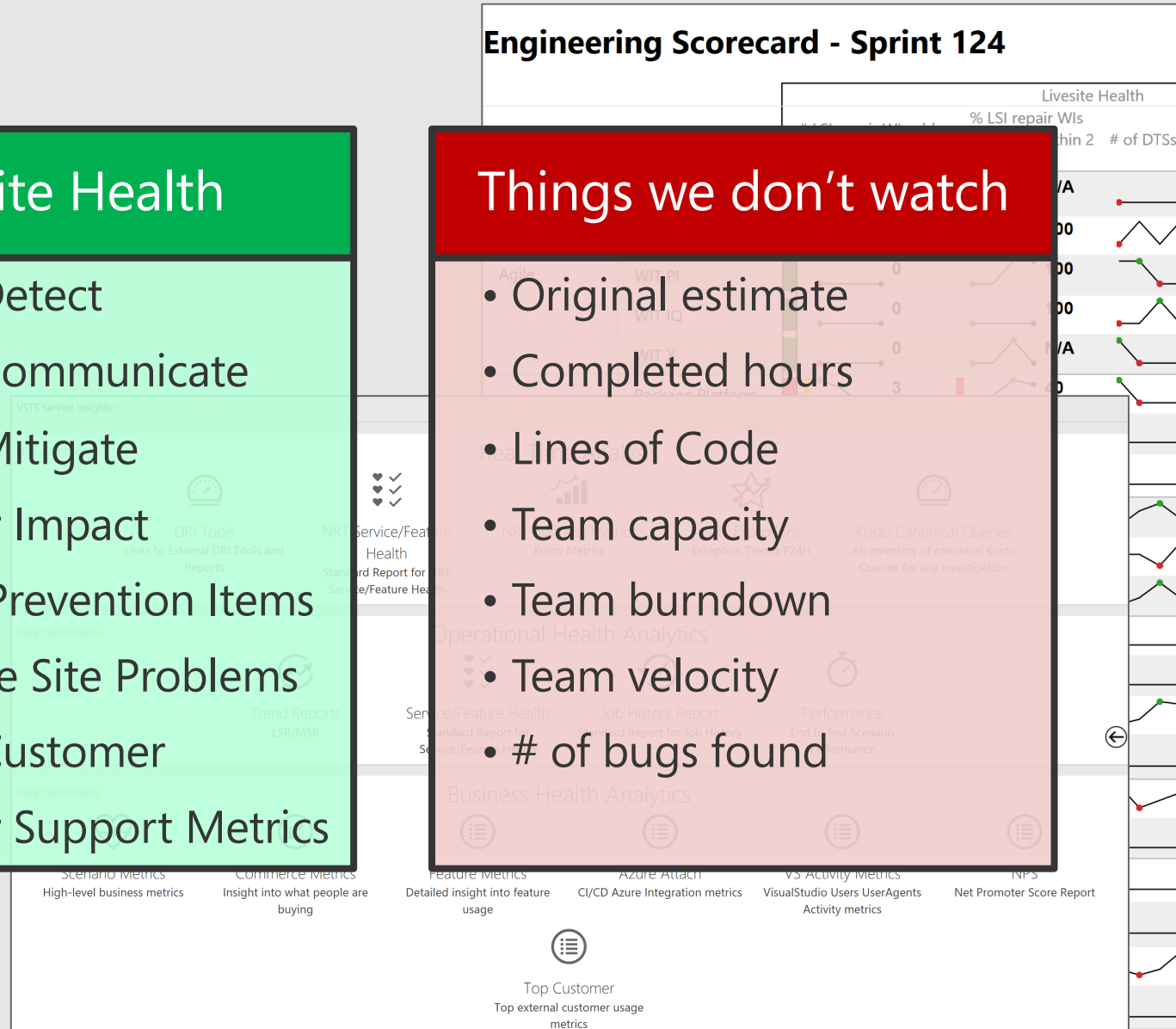
- Time to Build
- Time to Self Test
- Time to Deploy
- Time to Learn

Live Site Health

- Time to Detect
- Time to Communicate
- Time to Mitigate
- Customer Impact
- Incident Prevention Items
- Aging Live Site Problems
- SLA per Customer
- Customer Support Metrics

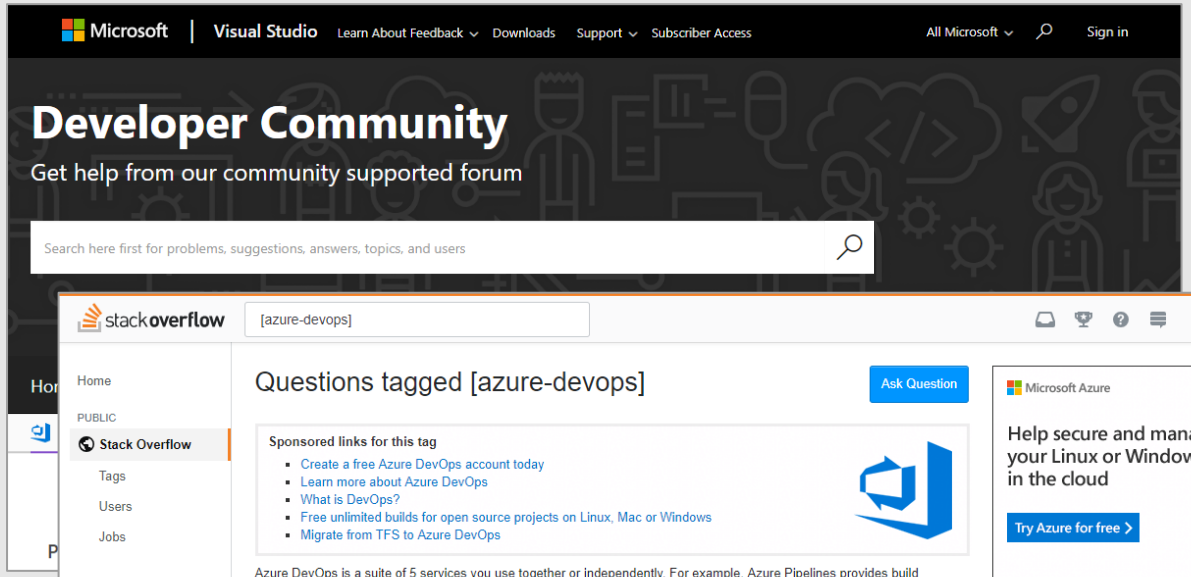
Things we don't watch

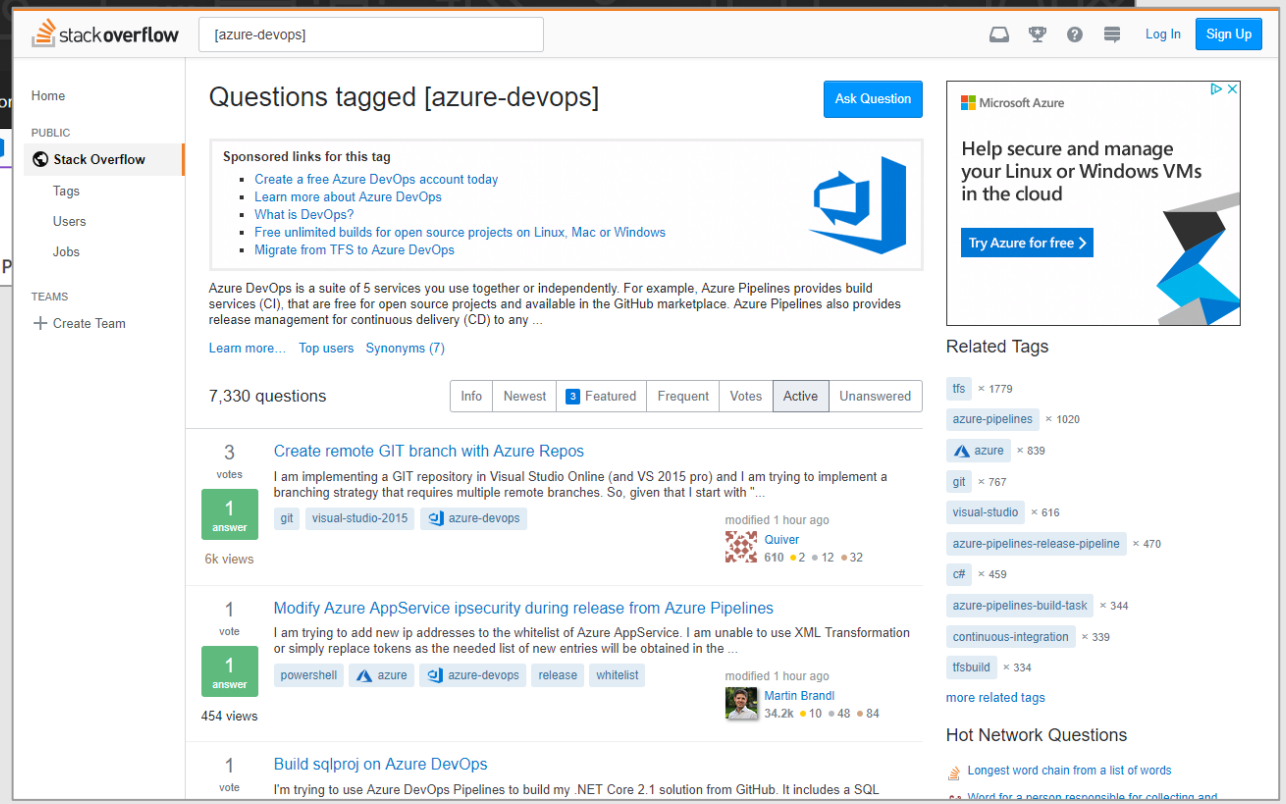
- Original estimate
- Completed hours
- Lines of Code
- Team capacity
- Team burndown
- Team velocity
- # of bugs found

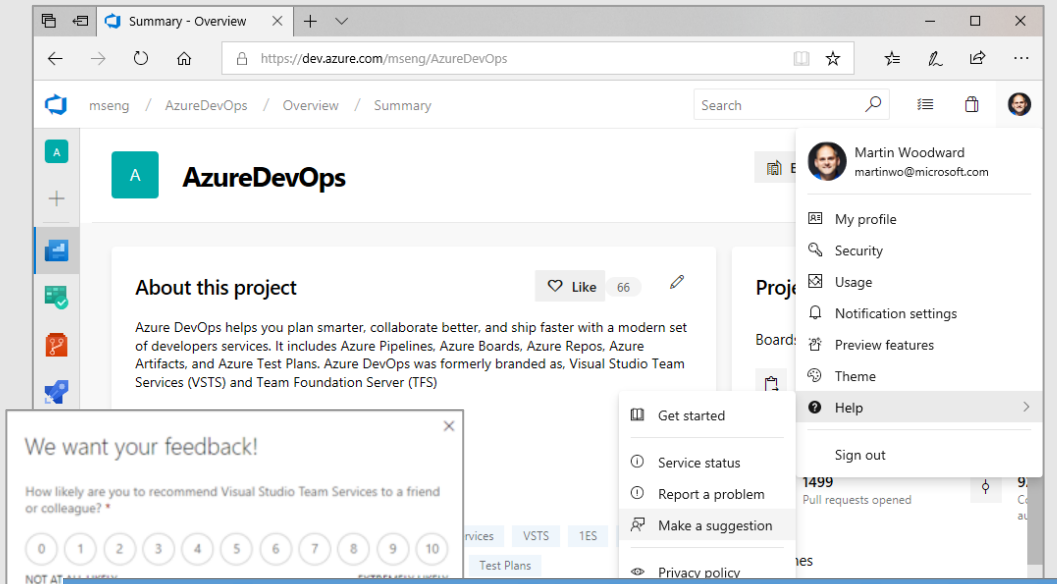


Listen to our customers

Quantitively & Qualitatively







Location	Business	Champ	Engaged Users	Δ MoM	Boards	Repos	Azure C
Dublin, Ireland	Professional services	aaronha	8,752	459	62.5%	52.0%	0.5%
London, England	Professional services	midenn	6,152	433	66.7%	46.3%	5.2%
New York, NY	Professional services	trevorc	5,205	518	67.5%	56.6%	8.3%
Norway/NL/Houston	Oilfield services	samgu	4,914	239	73.7%	51.8%	1.0%
Amsterdam, NL	Oil & gas	jeffbe	4,591	486	67.7%	33.8%	1.8%
New York, NY	Financial information / analytics	amitgup	3,905	37	81.0%	26.1%	0.0%
London, UK	Professional services	jsharma	3,331	500	59.7%	49.5%	8.6%
London, England	Oil & gas	rajr	3,116	387	64.8%	35.9%	3.8%
Peoria, IL	Heavy equipment manufacturing	dahellem	3,096	198	66.5%	45.6%	6.4%
San Ramon, CA	Oil & gas	puagarw	2,981	475	63.9%	36.2%	2.7%
Medellin, Colombia	Commercial banking	mariorod	2,854	49	86.2%	40.4%	0.0%
Louisville, KY	Health Insurance	chandrur	2,720	362	69.4%	39.3%	0.7%
Eindhoven, NL	Healthcare solutions	smalpani	2,146	131	78.2%	32.5%	0.4%
Gothenburg, Sweden	Automotive	vinojos	1,976	215	72.9%	41.5%	5.1%
Amsterdam, NL	Financial services	shasb	1,920	191	60.7%	34.7%	5.2%
Princeton, NJ	Reinsurance	atulmal	1,800	-4	70.6%	27.1%	1.2%
Seattle, WA	IT Consulting	aaronha	1,729	40	32.6%	34.9%	2.8%
Madison, WI	Credit Union financial services	dahellem	1,715	65	82.7%	44.8%	3.7%
Lowell, AR	Trucking & transport	gauravsi	1,603	81	84.4%	78.7%	10.2%
Utrecht, NL	Insurance	saumyav	1,602	27	77.1%	19.7%	2.7%
Palo Alto, CA	Computer hardware & software	mariorod	1,513	85	72.9%	18.2%	0.2%
Raleigh, NC	Computer assisted legal research	roferg	1,475	-1	48.7%	64.6%	0.8%
Zurich, CH	Electrical Equipment	divais	1,423	140	52.6%	52.0%	12.0%
Seattle, WA	Freight forwarding service	midenn	1,420	-22	71.9%	0.1%	0.0%
Auckland, NZ	Telecommunications	atinb	1,410	248	82.0%	16.6%	0.2%

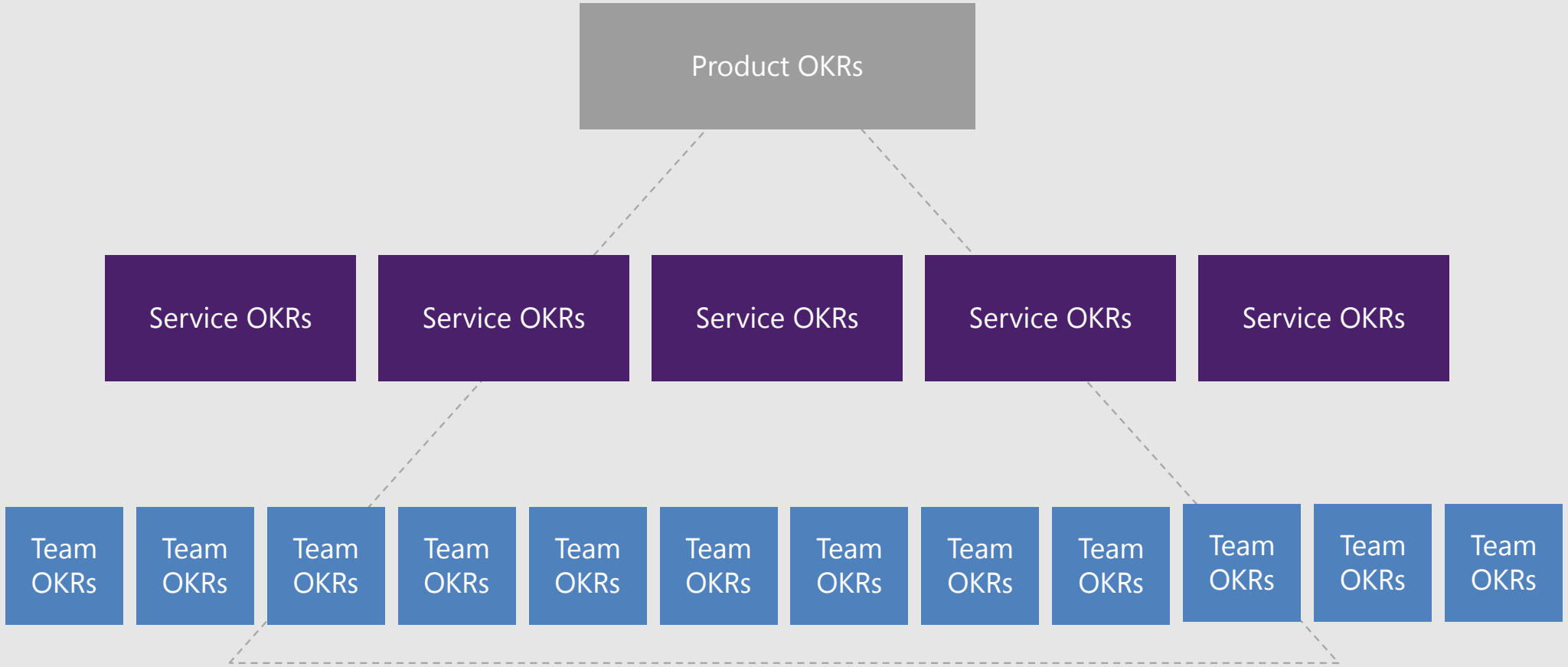
Planning

Leadership is responsible for the big picture

Teams are responsible for the detail

Microsoft

Alignment


Product OKRs
Service OKRs
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Team OKRs
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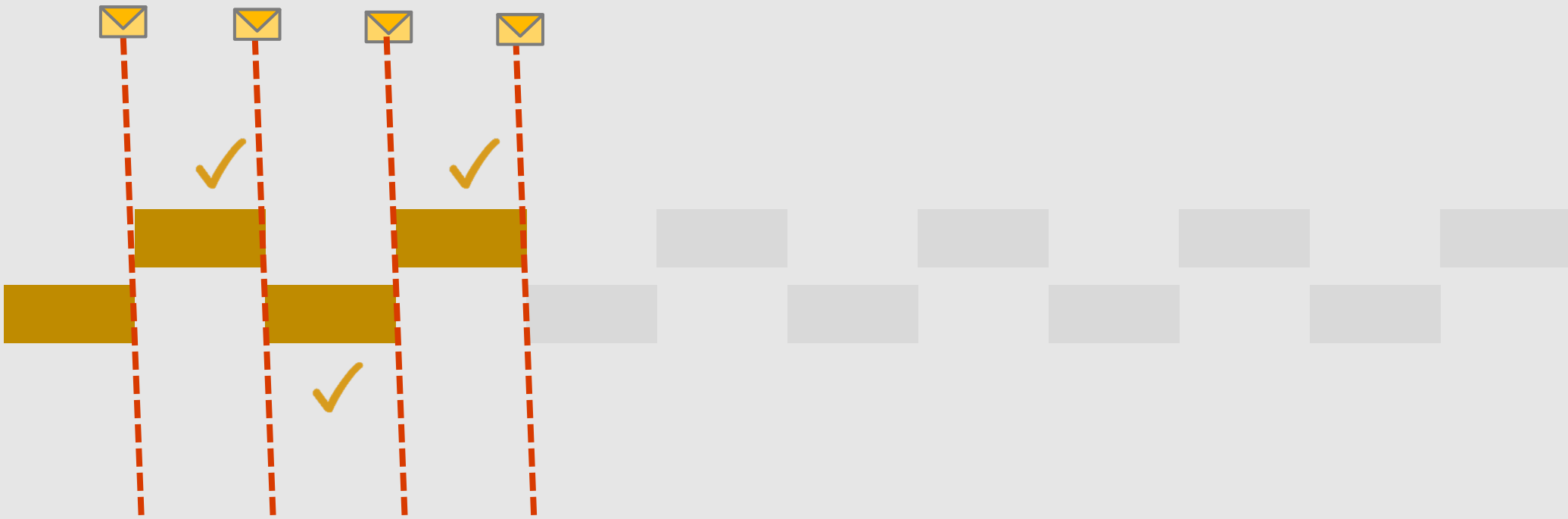
Team OKRs

How do you stay in sync?

Sprint mail



As needed: Experience Reviews

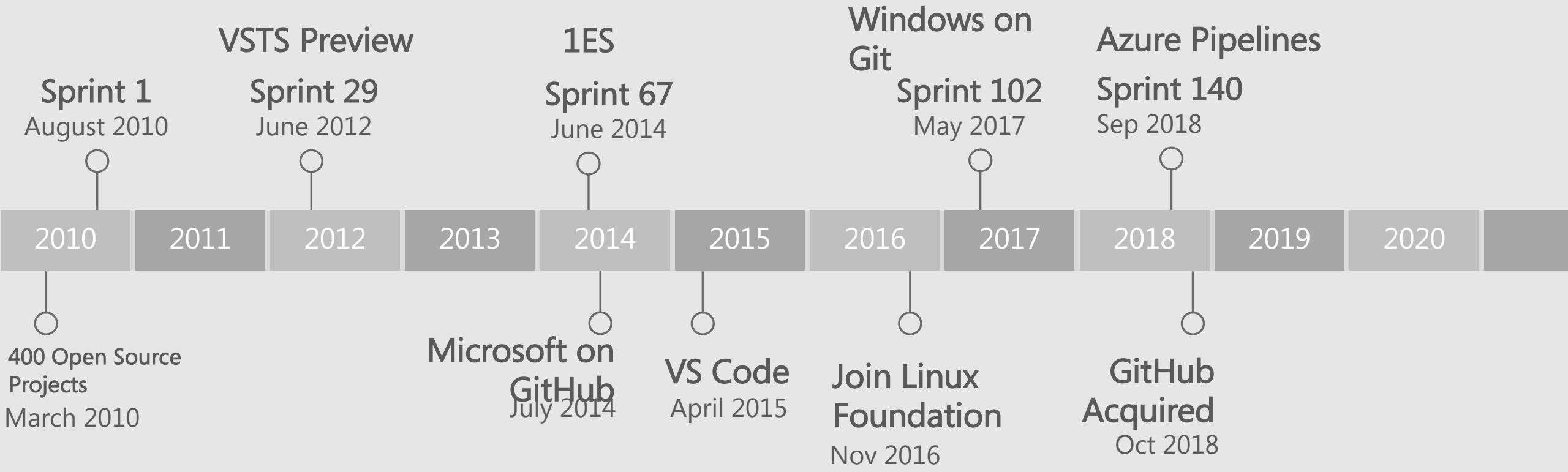
OKR check
2 sprints

OKR reset
4 sprints

Microsoft

What’s next?

The journey so far

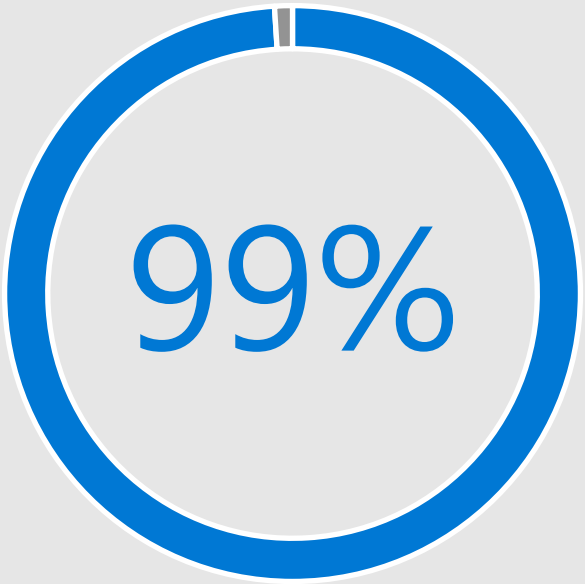


Microsoft

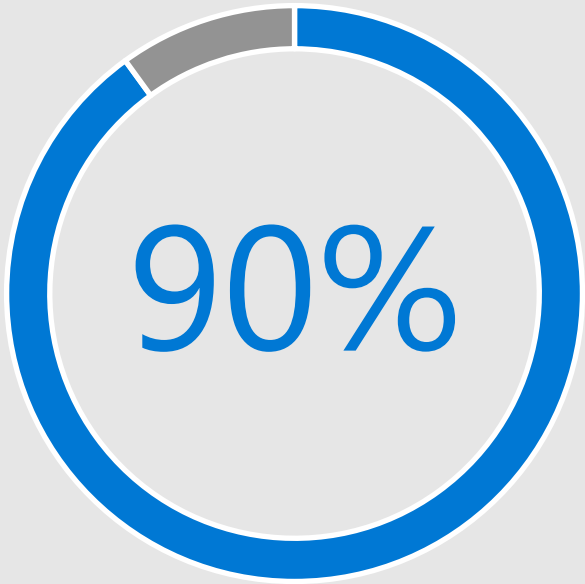
Do you use open source?

Everyone uses open source!

Open Source



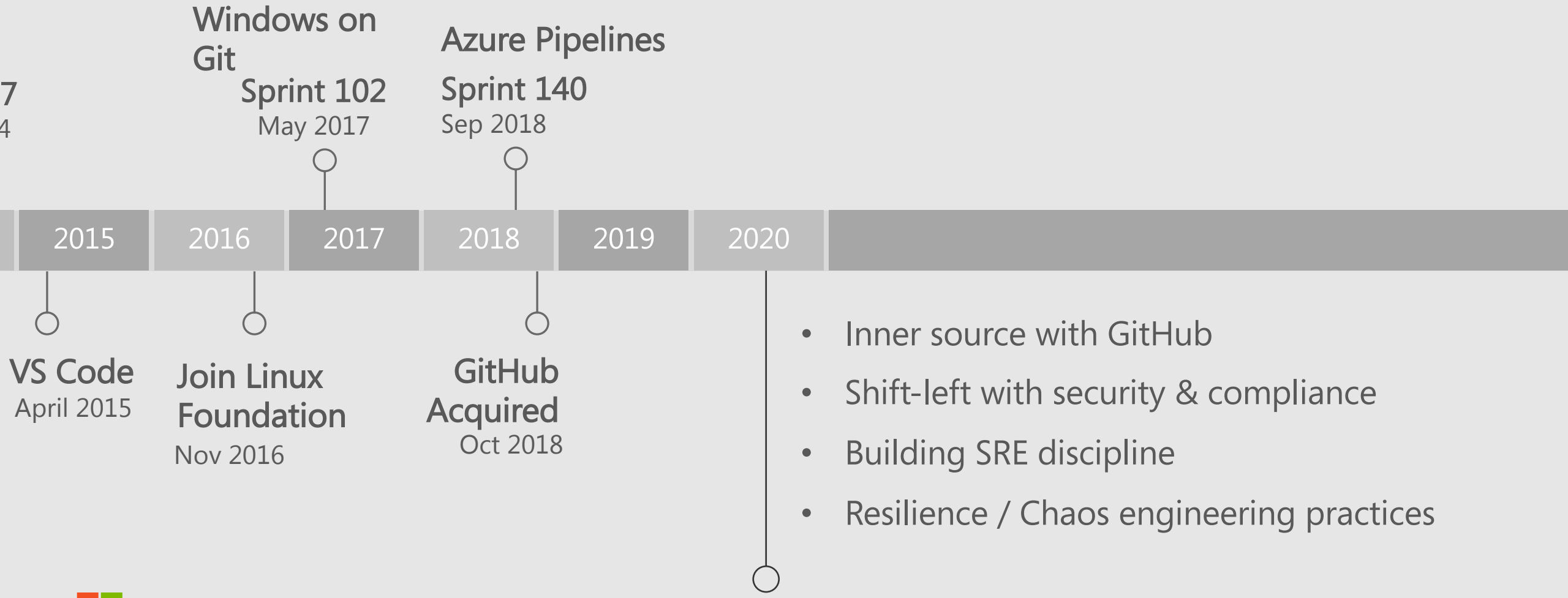
of applications leverage open source software.



of new code bases are open source components.

Source: Synopsys OSSRA 2019 report

What's next?



- Inner source with GitHub
- Shift-left with security & compliance
- Building SRE discipline
- Resilience / Chaos engineering practices

Microsoft

Built with a shared engineering team

Azure DevOps and GitHub share the same leadership

Bringing the requirements and insights of Azure DevOps customers to GitHub

Standardized tooling for 100k engineers at Microsoft

GitHub Advanced Security

Securing the software supply chain

Securing the usage of open source

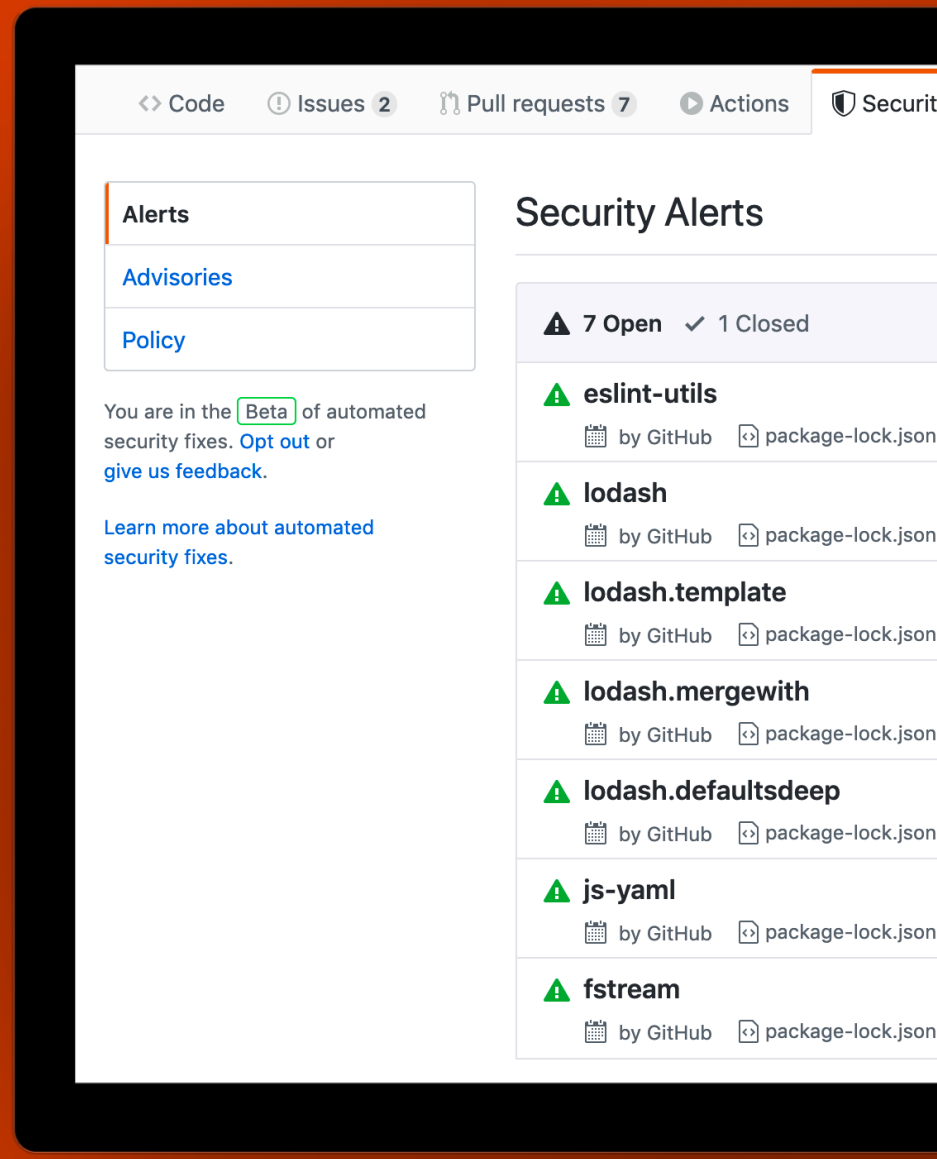
Vulnerability Dependency Insights and automated security fixes with Dependabot

Pattern based security analysis

Always on security analysis with GitHub advanced security scanning both open source repositories and enterprise code

Global community for security

Integrated into the National Vulnerability Database, MITRE, and WhiteSource for up-to-date security information



Inner source with GitHub

Enabling open source culture and best practices inside your organization

Increased collaboration

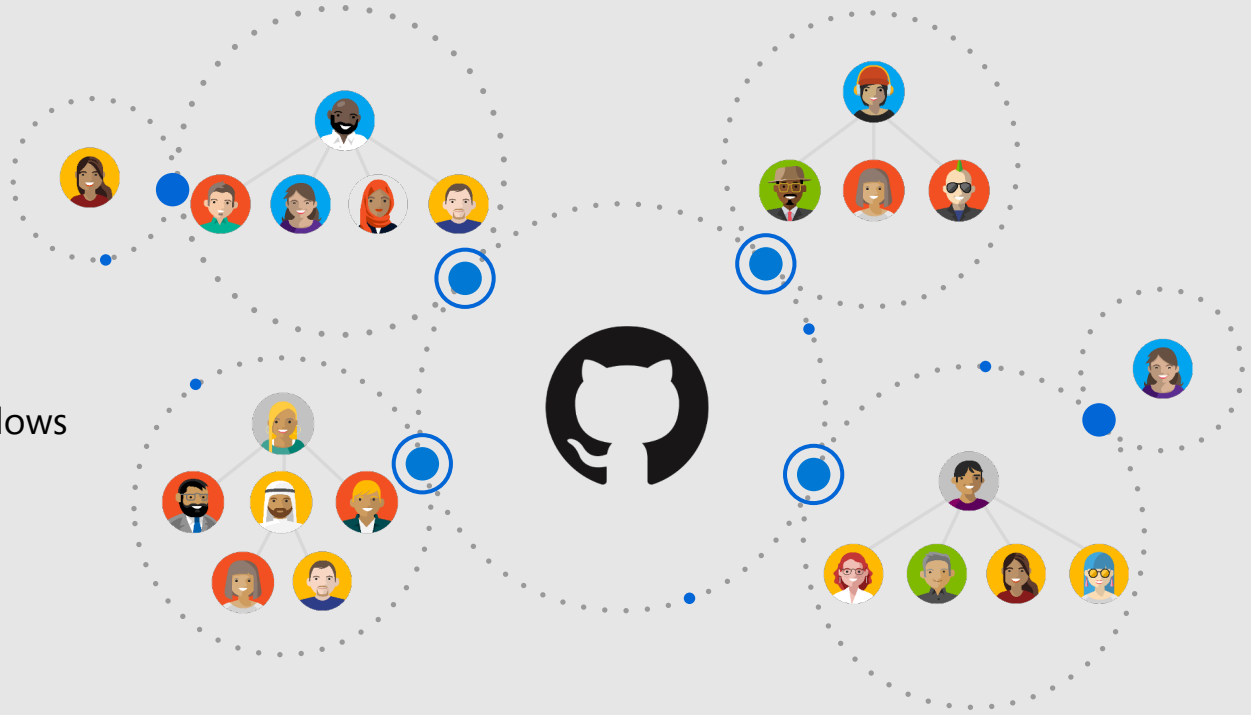
Encourage teams to collaborate within your organization using the same processes and practices as open source communities

Breaking silos

Simplified collaboration across teams, sharing of knowledge, improved code reuse, and secured workflows

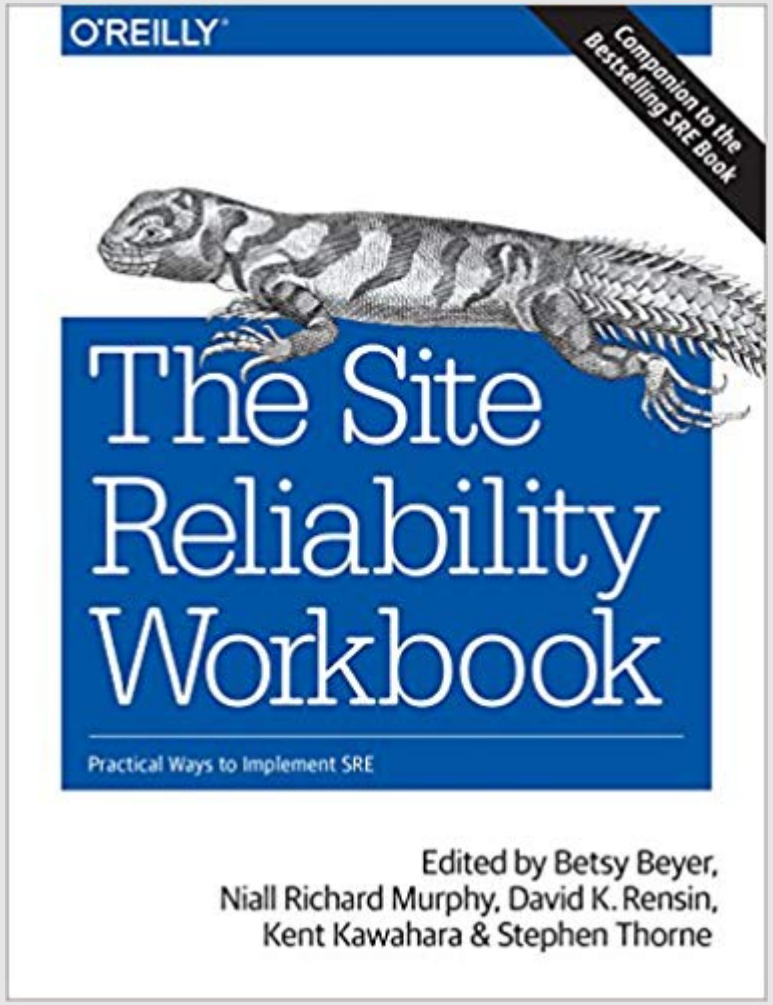
Higher developer satisfaction

Leveraging inner source and open source practices increases developers' satisfaction, enabling them to work on interest projects and increase their skills



Resilience Engineering

- Design with failure in mind
- Circuit breakers
- Self healing systems
- Safely introducing faults to test resilience



- Goal: chaos engineering by default across Azure services

A journey of a thousand miles begins with a single sprint

DevOps is NOT magic!

Thank You!

@DivineOps